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04-08

AGREEMENT
BETWEEN

Camden, City of

HOUSING AUTHORITY
OF THE CITY OF CAMDEN

and

HOUSING AUTHORITY SUPERVISORY UNIT
OF CAMDEN COUNCIL 10, N.J.C.S.A.

X JANUARY 1, 1985 - DECEMBER 31, 1986

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PREAMBLE

This Agreement entered into this day of ,
1986, by and between the Housing Authority of the City of Camden,
hereinafter referred to as the "Employer", and the Housing
Authority Supervisory Unit of Camden Council No. 10, New Jersey
Civil Service Association, hereinafter called the "Union",
affirms as its resolve, the promotion of harmonious relations
between the Employer and the Union and the establishment of rates
of pay, hours of work and other terms and conditions of
employment.

ARTICLE I
RECOGNITION

A. The Employer, in accordance with the Certification of Recognition granted by the New Jersey Public Employment Relations Commission, recognizes the Housing Authority Supervisory Unit of Camden Council No. 10 as the exclusive representative for collective negotiations concerning salaries, wages, hours and other terms and conditions of employment for all supervisory employees, including:

Executive Assistant
Housing Manager
Maintenance Repairer Foreman
Boiler Inspector
Homemaker Service Supervisor
Supervising Account Clerk
Tenant Selection Supervisor

Excluded from the negotiating unit are all non-supervisory employees, managerial executive, confidential employees, and police including the following:

Executive Director
Assistant Executive Director
Deputy Director - Urban Renewal
Tenant Relations Assistant
Personnel Officer
Modernization Officer
Purchasing Agent
Director of Operations
Director of Management
Director of Maintenance
Assistant Housing Manager

B. It is further agreed that all new job titles the Employer may create conforming to the terms of the Certification.

of Recognition shall be covered by this Agreement. This recognition, however, shall not be interpreted as having the effect of in any way abrogating the rights of employees as established under N.J.S.A. 34:13A-1 et seq.

No new classification or title covered by this agreement shall be established without prior notice to the Union, nor shall compensation for any new classification or title covered by this agreeemnt be established without prior negotiation with Union.

ARTICLE II

CHECK OFF AND AGENCY SHOP

A. The Authority agrees to deduct monthly union 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 Authority by the treasurer of Council No. 10 and the appropriate deductions of all employees shall be remitted monthly to the treasurer of Council No. 10 together with a list of the names of all employees for whom deductions are made. Remittance shall be made by the 10th of the month immediately succeeding the month in which the deductions are made. Such deductions shall comply with N.J.S.A. (R.S.) 52:14-15.9(e), as amended.

B. Any written designation to terminate the deduction of Council No. 10 dues must be received in writing by the Authority and Union and filing of notice of withdrawal shall be effective to halt deductions as of January 1, or July 1, next succeeding the date on which the notice of withdrawal is filed. Withdrawal termination shall be in accordance with N.J.S.A. 52:14-15.0(e), as amended.

C. The Authority agrees to deduct an amount equal to the Union's initial membership fee from an employee's wages, upon proper notice by the Union to the Authority and written authorization by the employee on the appropriate union form, and remit it, forthwith, to Council No. 10.

D. Upon the request of the Union, the Employer shall deduct a representation fee from the wages of each employee whose title is covered by this Agreement and who is not a member of the Union.

E. Employees covered by this Agreement may only request deduction for the payment of dues to the duly certified majority representative named herein as provided in N.J.S.A. 52:14-15.9(e).

F. These deductions shall commence thirty (30) days after beginning of employment in the unit or ten (10) days after re-entry into employment within the unit.

G. The amount of the representation fee shall be certified to the Employer by the Union, which shall not exceed 85 percent of the regular membership dues, fees and assessments charged by the Union to its own members.

H. The Union agrees to indemnify and hold the Employer harmless against any liability, cause of action or claims of loss whatsoever arising as a result of said deductions.

ARTICLE III

MANAGEMENT RIGHTS

All rights and powers not restricted or limited by the terms and conditions of this Agreement shall remain in and be exercised within the sole discretion of the Housing Authority.

ARTICLE IV

WORK SCHEDULES

A. The regularly scheduled work week shall consist of five (5) consecutive days, Monday through Friday inclusive, and thirty-five (35) through forty (40) hours per week as noted elsewhere in this agreement.

B. The regular starting time of work shifts and work week will not be changed without one week's notice to the affected employees and not without first discussing such changes and the necessity for same with representatives of Council No. 10.

C. For the term of this Agreement, for white collar supervisors, the working day shall be seven (7) hours exclusive of one (1) hour for the lunch period.

For the term of this Agreement, for blue collar supervisors, the working day shall be eight (8) hours exclusive of one-half ($\frac{1}{2}$) hour for the lunch period.

D. Where more than one work shift per day exists, or shall come to exist within a given classification, employees will be given preference of shifts in accordance with their seniority, provided the employee has the capacity to execute the required duties.

E. When an employee is delayed in reporting for work, he/she shall contact the employee's immediate supervisor as soon

as possible and report the cause for the delay. In no event shall the contact be more than one (1) hour after the start of the shift. An employee who has followed the reporting procedure, and who has a reasonable excuse, shall not be denied the opportunity to work the balance of his/her shift.

ARTICLE V

RATES OF PAY

A. The rate of compensation provided for titles covered by this Agreement shall be as set forth in Article V. New or additional employees hired during the term of this Agreement shall be governed by the terms of this Agreement and pay scale.

B. When an employee is promoted or changed from one title to another, his/her salary shall be adjusted to receive the salary of the new title. The new salary shall not be lower than that of the employee's prior title.

C. Any employee who performs work in a higher paid classification than his/her own shall be temporarily assigned and paid for such work after performing said work for three (3) weeks and spending a least 50 percent of the time in the higher paid position. An employee shall be paid at his/her own classification rate, when performing work in a lower paid classification.

D. When an employee is promoted or reclassified from one title to another, his/her salary shall be adjusted to receive the salary of the new class or title. The new salary shall not be lower than that of the employee's prior title.

ARTICLE VI

SALARIES AND INCREMENTS

A. The salaries of employees in titles covered by this Agreement shall be in accordance with the schedule set forth below for the term of this Agreement:

<u>TITLE</u>	<u>AS OF</u> <u>12/31/84</u>	<u>EFFECTIVE</u> <u>Jan. 1, 1985</u>	<u>EFFECTIVE</u> <u>Jan. 1, 1986</u>
Housing Manager	\$16,000	\$17,615	\$18,877
	17,700	18,626	19,888
	20,250	21,338	22,519
Maintenance	18,720	20,335	21,597
Repairer Foreman	22,120	23,302	24,591
Executive Assistant	25,930	27,302	28,811
Homemaker Service			
Supervisor	13,820	15,435	16,697
Boiler Inspector	18,720	20,335	21,597
Supervising Account			
Clerk	19,400	20,446	21,578
Tenant Selection			
Supervisor			25,930

B. Employees that receive a new job title during the term of this Agreement shall be paid the appropriate salary for the new title in accordance with the terms of this Agreement. Employees shall be evaluated no later than ninety (90) working days in the new title. An employee whose performance is considered and proven unsatisfactory during this working test

period may be returned to his/her previous job title at the end of the ninety (90) day working test period.

ARTICLE VII

SENIORITY

A. Seniority for all purposes is defined as the accumulated length of continuous service with the Employer computed from the date of hire, provided there is no break in service, or from the last date of hire.

An employee's length of service shall not be reduced by time lost due to authorized leave of absence for bona fide illness or injury.

B. Seniority in title shall prevail in connection with vacation schedules, promotions, provisional promotions, demotions, layoffs, recalls, and other situation where substantial employee advantages and disadvantages are concerned, except where New Jersey Civil Service statutes dictate otherwise and provided the employee has the ability to perform the work involved.

C. If questions arise concerning two (2) or more employees hired on the same date, after all Civil Service Rules determining seniority are pursued, seniority shall be determined by alphabetical order of the employee's last name.

D. 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 the Union representative once a year.

E. Employees in the unit will be given equal consideration in the filling of positions in higher classifications within the corporate structure of the Employer.

F. Any employee promoted or changed in title within the Employer's corporate structure covered herein, and later returned to their former title classification due to the dropping or phasing out of the new title, shall have exercise of seniority right if said title is subsequently reinstated within two years.

ARTICLE VIII

LONGEVITY PAY

A. Longevity pay will be granted annually on or about November 1 of each year in a separate check to all employees covered by this Agreement who have completed at least three (3) full years of continuous full-time service on that date, or have completed the proper number of additional years for additional payment as per the following schedule:

At the conclusion of 3 years service - 1%

At the conclusion of 5 years service - 2%

At the conclusion of 7 years service - 3%

At the conclusion of 10 years service - 4%

At the conclusion of 15 years service - 5%

B. To receive longevity pay, an employee must have a minimum of three (3) years of continuous full-time service in the year the longevity is to be paid. January 1 shall be the effective date in computing longevity pay. If an employee leaves the Employer's service prior to November 1, longevity will be based on length of service worked in the year, prorated and paid at time of termination. Employees who are laid off and later recalled within two (2) years will not be considered as having a break in service for the purpose of longevity. If the employee is deceased, the longevity shall be prorated and paid to the estate of same as per the above provisions within sixty

(60) days of November 1.

C. Any employee who is terminated by the Employer by layoff of any other means and is thereafter hired by the Employer under any other Agency or Federal or State grant program (such as CETA) and subsequently is rehired and returned to the regular payroll, shall be considered a continuous employee and shall be credited for such time spent working for the Employer under the externally funded program, without loss of longevity, seniority, vacation, sick time or any other benefits.

D. Any employee retiring during the courses of the year shall be entitled to longevity to be paid on a prorated basis. Employees who do not work the entire year for any other reason will likewise be entitled to longevity on a prorated basis.

ARTICLE XIX

OVERTIME

A. Overtime refers to any time worked beyond the regular hours of duty, as scheduled, and is granted only when the employee is ordered to work by a supervisor, or Employer's designee. All time paid is considered hours worked.

B. Overtime work will be paid at the rate of time and one half the employee's hourly rate for all work performed in excess of the employee's regular hours of duty any one day; all work performed in excess of the employee's regular hours of duty in any one week, and all work performed on Saturday.

C. Overtime work will be paid at the rate of double time the employee's hourly rate of pay for all work performed on Sunday and holidays in addition to holiday pay. All hours worked in excess of a double shift shall be paid at double time.

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

E. Overtime shall be paid currently or at least no later than the second (2nd) pay period after the overtime work is performed.

F. Volunteers shall be solicited for overtime work. If insufficient, the Employer shall have the right to require junior qualified employees to perform the necessary work.

ARTICLE X

CALL IN TIME

A. Employees who are required to return to work shall receive remuneration of not less than two (2) hours at the appropriate rate of overtime.

B. If the employee shall work more than two (2) hours he shall be paid at the appropriate rate for the additional time.

ARTICLE XI

HOLIDAYS

A. 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

General Election Day

Veteran's Day

Thanksgiving Day

Friday after Thanksgiving Day

Christmas

B. Holidays which fall on Saturday shall be celebrated on the preceding Friday. Holidays that 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.

C. In order to be eligible for holiday pay, an employee must work the last working day before and the first working day after the holiday, unless the employee is on approved leave. All reported illnesses shall be substantiated by a doctor's certificate in order to receive pay for the holiday.

D. When the Governor of the State of New Jersey or the President of the United States declares a holiday for all city employees, in addition to those set forth above, employees covered herein shall receive said day.

ARTICLE XII

VACATIONS

A. Employees shall be entitled to annual vacation with pay as follows:

For the first year of employment	One (1) day per month
At least one (1) year of employment through five (5) years of employment	Thirteen (13) days per year
At least six (6) years of employment through ten (10) years of employment	Sixteen (16) days per year
At least eleven (11) years of employment through fifteen (15) years of employment	Nineteen (19) days per year
At least sixteen (16) years through twenty (20) years of employment	Twenty-one (21) days per year
Over twenty (20) years of employment	Twenty-six (26) days per year

B. Requests for advance annual vacation leave payments must be submitted to the payroll department at least seven (7) days prior to the last working day prior to the commencement of the vacation period.

C. Employees shall be entitled to all unused vacation days accumulated prior to January 1, 1985. Vacation time earned after January 1, 1985 may only be accumulated to a maximum of

thirty (30) days. Any days in excess thereof on December 31 of each year, which are not used, shall be lost.

D. If an employee dies having vacation credits, a sum of money equal to said unused vacation time shall be paid to his/her estate within sixty (60) days of death.

E. To exercise seniority, vacation requests shall be submitted by the employee to the Employer by April 15 so the vacation schedule can be prepared for the calendar year.

F. Vacation time shall not be used for sick time except by written consent of the employee.

ARTICLE XIII

SICK LEAVE

A. Sick leave is hereby defined to mean absence of any employee from duty because of personal illness which prevents his doing the usual duties of his position, exposure to contagious disease, or a short period of emergency attendance upon a member of his immediate family who is seriously ill and requires the presence of the employee.

B. The term "immediate family" is hereby defined to include the following:

Mother	Spouse
Father	Children or foster children of employee
Mother-in-law	Grandmother
Father-in-law	Grandfather
Brother	Sister

C. Any employee who is absent for reasons that entitle him to sick leave shall notify his supervisor promptly, but not later than one (1) hour after the employee's usual reporting time.

D. Sick leave shall accrue for employees at the rate of one (1) working day with pay for each month of service from the date of appointment up to and including December 31 next following such date of appointment, and one and one-quarter (1- $\frac{1}{4}$) days per month per year in every calendar year of employment thereafter.

E. Cash payment shall be made at fifty percent (50%) for unused sick leave upon retirement or death up to a maximum of \$12,000, calculated at the employee's current rate of pay.

F. After an employee is absent for three (3) consecutive working days for claimed personal illness or injury, he/she shall submit to the Employer a doctor's certificate setting forth the nature of the illness or injury and the length of time that the employee will be absent. In addition, if the absence is due to the serious illness of a member of the immediate family, the employee shall submit a doctor's certificate setting forth the nature of the family member's injury or illness. The Employer also reserves the right to require a doctor's certificate in any situation where a pattern of abuse of sick leave provisions exists.

ARTICLE XIV

LEAVE OF ABSENCE

A. Leave of absence for employees shall be granted as required by Civil Service Statutes and Rules and Regulations, except as otherwise set forth herein.

B. A leave of absence with pay up to three (3) days and up to five (5) days where it is necessary to travel 300 miles or more from the employee's home, shall be granted to an employee requiring such leave because of a death in the employee's immediate family:

Mother/Father/Parental Guardian

Mother-in-law or Father-in-law

Spouse

Children

Brother or Sister

Relative residing in employee's household

Step or Foster children

Grandmother or Grandfather

Grandchildren

C. Two (2) personal days shall be granted to each employee for personal business, per year. Notification of such time shall follow sick leave notification, unless the employee has advance warning of the absence wherein the Employer shall receive advance notification.

D. Military leave of absence: An 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.

E. Emergency and Special Leave: An employee shall be given time off without loss of pay when: .

1. He/she is compelled to perform jury duty;
2. Subpoened to appear as a witness and not a party before a court, legislative committee or judicial or quasi-judicial body.

F. Employees returning from authorized leave of absence as set forth herein will be restored to their original classification at the appropriate rate of pay as well as receiving restoration of seniority as of the time the leave commenced and other employee's rights, privileges or benefits.

G. Any employee who is a duly authorized representative of the organizations listed in N.J.S.A. 38:23-2, and any amendment thereto, shall be granted a leave of absence with pay for the purpose of travelling to and from and attending any state or national convention of said organization, not to exceed five (5) days in any calendar year. One representative of the bargaining unit covered by this agreement shall be entitled

to one (1) day leave of absence with pay per year for the annual union seminar.

H. Requests for maternity leave shall be made in writing no later than the third (3rd) month of pregnancy. Except for reasons of health or inability to perform her job, the pregnant employee shall be permitted to work provided the attending physician approves and so advises in writing. Such employees shall be granted earned and accumulated sick leave during the time prior to the expected date of confinement and for one (1) month after the actual date of birth. Additional time beyond the one (1) month period shall be granted for reasons of the employee's individual health upon presentation of a doctor's certificate setting forth the necessity therefore.

ARTICLE XV

WORKERS' COMPENSATION

A. When an employee is disabled on duty and it is determined that he is eligible to receive Workers' Compensation, he shall receive Workers' Compensation due him plus the difference between the amount received as compensation and his salary during the period of temporary disability, to a maximum of forty-five (45) working days. In the event of continued temporary disability beyond the forty-five (45) day period aforementioned, the eligible employee will continue to receive Workers' Compensation. If the employee is entitled to and authorizes the Employer to charge time to accumulated sick or vacation leave, the employee may receive the difference between the amount received as Workers' Compensation and his salary thereafter.

B. 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 regular working hours, an employee shall receive his regular hourly rate of pay for such time.

C. When an employee is injured on duty, the Employer shall be required to provide transportation to and from the medical facility designated by the Employer, provided the shift

has not ended. The means of transportation is at the discretion
of the Employer.

ARTICLE XVI

FRINGE BENEFITS

A. Employees required to travel on authorized, necessary Employer's business and who are required to use their personal vehicle shall be reimbursed twenty-two cents (\$.22) a mile plus reasonable out of pocket expenses upon presentation of receipted bills. Parking and traffic violations are the employee's own responsibility, except for traffic violations resulting from the condition of Authority-owned vehicles, in which case the Authority shall be responsible.

B. Maintenance employees who, as a requisite of employment, are required by the Employer to wear specified uniforms shall be furnished with the following clothing which shall be replaced by the Employer as it wears out:

- (1) Four (4) pairs of trousers;
- (2) Three (3) winter shirts;
- (3) Five (5) summer shirts;
- (4) One pair of steel-toe shoes.

The laundering and/or cleaning of the above clothing shall be the responsibility of the employee. Maintenance employees shall be required to report to work in the clothing provided above.

C. Employee pension contributions and repayment of loans from the pension program will be deducted in equal payments.

from the salary payments to an employee each month excepting the fifth (5) week of months having five (5) weeks.

D. Deductions for credit union loans shall be allowed by the Employer at the employee's written request.

E. The Employer agrees to permit deductions up to two per the employee's written request for special benefits separate and apart from monetary obligations of the Employer.

F. Severance Pay: There shall be paid as part of the salary for employees covered by this Agreement who have been employed by the Authority and who terminated their employment voluntarily because of the retirement program of the Authority or the State of New Jersey, or have died 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, and additional sum which will be based on the number of years of service and at the employee's current rate of pay:

5-10 years	5 days
11-15 years	8 days
16-20 years	10 days
20 years or more	15 days

ARTICLE XVII

INSURANCE

A. There shall be no change in the James or HMO Health Benefit program presently maintained and paid by the Employer on behalf of the employee, except in the case of a new plan that has equivalent or better coverage.

B. The Employer agrees to include the employees covered by this agreement in the present dental and prescription plan.

ARTICLE XVIII

DISCIPLINARY ACTION

A. No employee shall be disciplined except for just cause. The Employer shall give prompt written notification to the Union whenever any employee is disciplined, which notice shall indicate the extent and reason for the disciplinary action.

B. No meeting shall be held between any supervisor and any employee covered by this Agreement at which disciplinary action is taken or from which disciplinary action may result, without the presence and participation of a union representative, if such is requested by the affected employee.

ARTICLE XIX

EQUAL TREATMENT

A. The Employer and the Union agree that there shall be no discrimination against any employee because of race, creed, color, religion, sex, national origin, age, political affiliation, or union activities or lack of union activities.

B. The Employer may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.

C. Ten (10) working days prior to the implementation of any new rules or changes of rules of work and conduct for employees, the Employer agrees to notify the Union of said new rules or changes.

D. This Agreement shall be equitably applied to all employees covered by the Agreement.

E. All reference to "employees" in this Agreement shall refer to both sexes; and whenever the male pronoun is used, it shall include male and female employees.

ARTICLE XX

GRIEVANCE PROCEDURE

A. A grievance shall be any difference of opinion, controversy, or dispute arising between the parties thereto, involving interpretation or application of the provisions of this Agreement or any policies, rules or regulations of the Employer.

B. The Union will notify the Employer in writing, of the names of its grievance committee, not to exceed three (3) 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.

C. Any grievance or dispute, that might arise between the parties shall be settled in the following manner:

Step 1: An aggrieved employee or the union at the request of the employee, shall take up the grievance or dispute with the employee's immediate Supervisor within ten (10) working days of its occurrence. Failure to act within the said ten (10) days period shall be deemed to constitute an abandonment of the grievance. If a grievance is presented, the immediate Supervisor shall then attempt to adjust the matter and shall respond to

the employee or union within ten (10) working days.

Step 2: If the grievance has not been settled, it may be presented by the Union or employee, to the Director of Operations, in writing, within ten (10) working days after the response from the immediate Supervisor is due. The Director of Operations shall meet with the Union or employee and respond in writing, to the employee, or Union, within ten (10) working days.

Step 3: If the grievance still remains unadjusted, it may be presented by the Union or employee to the Executive Director, in writing, within ten (10) working days after the response from the Director of Operations is due. The Executive Director shall meet with the Union or employee, and respond in writing, within ten (10) working days.

Step 4: If the grievance remains unsettled, it may be submitted to arbitration. A request for arbitration shall be made no later than thirty (30) days after the reply of the Executive Director is due. A failure to file within said time period shall constitute a bar to such

arbitration unless the Union and the Employer shall mutually agree upon a longer time period.

D. The arbitration proceedings shall be conducted by an arbitrator to be selected by the Employer and the Union through the Public Employment Relations Commission and in accordance with that agency's rules and regulations. The arbitrator's decision shall be final and binding on all parties.

E. Expenses for the arbitrator's services shall be borne equally by the Employer and the Union. 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.

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

ARTICLE XXI

SAFETY AND HEALTH

A. The Employer shall at all times maintain safe and healthful working conditions.

ARTICLE XXII

SEPARABILITY AND SAVINGS

Each and every clause of this Agreement shall be deemed separable from each and every other clause of this Agreement to the extent that in the event any clause or clauses shall be finally determined to be in violation of any law, then in such clause, or clauses, only to the extent that any may be so in violation shall be deemed of no force and effect and unenforceable without impairing the validity and enforceability of the rest of the Agreement, including any and all provisions or the remainder of any clause, sentence, or paragraph in which offending language may appear.

ARTICLE XXIII

GENERAL PROVISIONS

A. It is agreed that the Employer and the Union may meet from time to time upon reasonable written request of either party to discuss matter of general interest and concern, matters, which are not necessarily a grievance as such.

B. A non-employee agent of the Union will, upon prior notice to the Director of Operations be permitted to visit with employees during working hours at their work stations for the purpose of discussing Union representation matters. Whenever any employee of the Camden Housing Authority, who is a representative of the Union is scheduled to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in regular pay or be charged with sick leave or vacation time nor shall any additional compensation be paid for meetings which extend beyond the regular work day. Employees will be required to return to their work station at the conclusion of the meeting.

C. The Union will be permitted to post union-related information on Union bulletin boards.

ARTICLE XXIV

STRIKES AND LOCKOUTS

A. The Union hereby covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike. The Employer agrees that it will not engage in the lockout of any of its employees.

ARTICLE XXV

WITNESS CLAUSE

This Agreement shall be in full force and effect as of January 1, 1985 and shall remain in effect to and including December 31, 1986 without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, until one party or the other gives notice, in writing, no sooner than one hundred twenty (120) nor no later than ninety (90) days prior to the expiration of this Agreement of the desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have hereunder set their hands and seals at the City of Camden, New Jersey, on this day of _____, 1986.

SUPERVISORS UNIT
CAMDEN COUNCIL #10

HOUSING AUTHORITY OF THE
CITY OF CAMDEN

Edward Young Pres. Unit James R. Haffes
David Polinski C. T. Pennington, Jr.
Pres. Unit Council #10

Memorandum of Understanding
Between
HACC

&
Canden Council 10
12/21/87

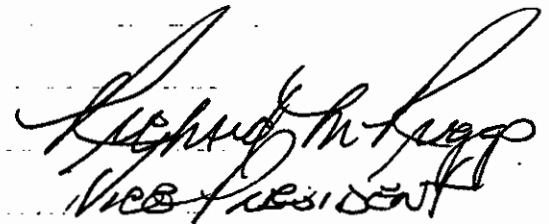
The parties agree as follows:

1. The provisions of the 1985-86 Agreement are continued without change into 1987 except as set forth herein.
2. Salaries shall be increased for each employee \$1200 payable as follows:
 - a. \$1100 retroactive to 1/1/87.
 - b. \$100 payable on the first pay in 1/88.
3. The parties agree to forthwith commence negotiations for a successor agreement.

For the HACC



For the Union


Vice President