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THIS BOOK DOES NOT CIRCULATE

AGREEMENT

between

CITY OF CAMDEN HOUSING AUTHORITY

and

Local 2305

Affiliated with AFSCME, AFL-CIO

Preamble

This agreement entered into by the City of Camden 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 an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment. The effective date of this contract shall be January 1, 1975 to December 31, 1976.

Article I. - 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

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 together with a list of the names of all employees for whom the deductions were made by the tenth (10th) day of the succeeding month after each deduction is made.

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### Article III. - WORK SCHEDULES

Section 1. The regularly schedules 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 authorized to do so by a 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 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 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 at least no later than the second 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

Any employee who is requested 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 four (4) hours pay, regardless of the number of hours actually worked, and eight (8) hours pay for all time over four (4) hours; provided employee stays on job site for eight (8) hours. *Makes himself available for the balance of on shift.*

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, and Health and Welfare OK

Section 1. Blue Cross, Blue Shield and Rider J Coverage for all employees and their families.

Section 2. The Housing Authority will investigate expanded insurance coverage for the employees covered by this agreement.

Section 3. The Housing Authority agrees to pay .05 cents

Article VI - Section 3 cont.

per hour or \$4.00 per month per employee covered by this Agreement to the South Jersey Public Employees Health & Welfare Fund, Inc., 201 North Sixth Street, Camden, New Jersey 08102.

Section 4. 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 5. 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. Employees shall be paid weekly ~~as soon as the Authority can institute a payroll plan.~~ *OK*

*Hold.* 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 after he has performed this for immediately two and one half (2 1/2) consecutive days during more than fifty (50) percent of the time while on the job.

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 or his job title 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.

Section 5. All employees covered by this agreement shall reach a minimum salary under Appendix A, salary ranges of this agreement January 1, 1975.

Article VIII. - 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 ~~accumulates~~ none or a portions only of such al-

Article VIII. - Section 1 cont.

allowable sick leave for any calendar year, the amount of such leave 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 or 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.

G. ?

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 as hereinafter defined:

- (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

(4)  $H+L$   
Section 2  $1\frac{1}{2}$  Personal days to be granted employee for personal business.  $+1\frac{1}{6}$   
3

Article X. - Severance pay

Section 1. A severance 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 wage: an additional sum will be based on years of service and at the said regular rate, then existing for title and pay scale of employee in agreement to the following schedule:

- (a) 5-10 years - 1 weeks pay - 8 days
- (b) 11-15 years - 1 week, 3 days pay - *Hold 2 wks.*
- (c) 16-~~19~~ years - 2 weeks pay - *3 weeks*
- (d) 20 and over years - 3 weeks pay - *4 wks*

*OR Pending final Approval*

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 a 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.

Article XII - JURY DUTY

Section 1. Employees who are selected for jury 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, with the approval of the department head and the employer extend such leave 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, to attend to his official duties, for a period not exceeding one (1) year, which period may be renewed for an additional year upon appropriate request and approval.

#### 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 during the period of such activity. Such duty is not to exceed three (3) weeks.

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 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 - WORKMEN'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 home, or to a hospital, or who must obtain medical attention, shall receive pay at the applicable hourly rate for the balance of his regular duties after sustaining a compensable injury who

is required by the Workmen's Compensation doctor to receive additional medical treatment during his regularly scheduled working 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 arised concerning two or more employees who were hired on the same date, 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 of 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.

#### 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 & Day after
- Christmas Day

Section 2. Holidays which fall on Saturday shall be celebrated on the following Monday. Holidays which fall on Sunday shall be celebrated on the following Monday. Holidays which fall within an employees vacation period shall be celebrated at the employees



Article XVII - Section 2 (cont.)

option, either immediately before or immediately following his vacation period.

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 on or about employees anniversary date, in a separate check issued to eligible employees. Employees must also have a minimum of five (5) years of continuous fulltime service in the year longevity is to be paid. Regardless of when the Employee's actual anniversary date falls, making him eligible for longevity pay, the check will be issued at Employees anniversary date, for the full amount due. Rate of Longevity payments will be 2% after five (5) years.

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 with pay

(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) & Over Years.....25 days

(b) Must be submitted (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.

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 and such damages may be recovered by appropriate action instituted in the County Court of Camden County, or the Superior Court Law Division, Camden County.

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

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 extend one (1) hour per day, unless additional time is authorized by the Superintendent, or the employer.

Article XXIV - EQUAL TREATMENT

Section 1. The employer agrees that there shall be no discrimination, or favoritism for reasons of sex, age, nationality, race, religion, marital status, political affiliation, union membership or union activities.

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. 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. The aggrieved employee or the union steward 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) day period shall be deemed to constitute an abandonment of the grievance, the supervisor shall then attempt to adjust the matter and shall respond to the employee or steward within (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 immediate supervisor 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 3. If the grievance still remains unadjusted, it shall be presented by the union steward or grievance committee 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

Article XXV - Section 2 (cont.)

Step 4. (cont.)

may within fifteen (15) working days after the reply of the Executive Director is due; by written notice to the Executive Director 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 3. 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 4. Expenses for the arbitrator's services and the proceedings under either Sections \_\_\_\_\_ and \_\_\_\_\_ 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 5. The union will notify the employer in writing of the names of its employees who are designated by the union to represent employees under the grievance procedure. Employees not designated by the union will be permitted to confer with other representatives, employees and with employer representatives

Article XXV - Section 5 (cont.)

regarding matters of employee representation, during working hours without loss of pay for periods not in excess of one (1) hour per day unless additional times are needed.

Section 6. 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 7. 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 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. It is agreed that representatives of the employer and the union will meet from time to time upon request of either party to discuss matters of general interest or concern, 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.

Section 4. The jurisdiction and authority of the employer over matters not covered by this agreement are expressly reserved and implied by the employer.

Article XXVI (cont.)

Section 5. The employer shall give written notification to Council 71 when an employee is being suspended, fined, demoted or terminated from employment; and notice shall include extent and reason for disciplinary action.

Section 6. Employees will not be required to participate in the eviction of tenants.

Section 7. The employer shall, with the existence of a central Maintenance Crew, upgrade or maintain therein said employees at the title of Maintenance repairer.

Section 8: Authority agrees to agency shop if not prohibited by court statutes

Section 9 - Boiler Operation per negotiations April 21, 1975  
Proposed four (4) additional sites- total of eight (8) sites four(4) men on sites (new) on rotating continuous shift will maintain boilers, and do repair work, (17) men with L/P boiler license needed, equitable rotating shift schedule to be submitted, will receive emergency calls and have authority to call foreman, boilermen will be on call to foreman, operators will receive an extra ten percent (10%). Operators on (12-8) shift will receive an extra 8%. Title Stationary Fireman will change to Maintenance repairer with/low pressure licence with no salary decrease.

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 in lieu of Managers.

- (a) Foremen will be on a standby for one(1) week on a rotating basis in case of emergency
- (b) Foremen will call maintenance repairer for emergencies and boiler operators
- (c) Foremen will be compensated at 2 days CTO time for each standby-week
- (d) Maintenance Director and foremen will make up boiler schedule.

Section 11 - Union propose Housing prepare affidavit absolving boiler operators from liability in cases of boiler malfunction and damage if on mechanic repairs

Section 12 - Housing will replace senior maintenance repairman promoted to foreman from ranks pending civil service test effective 1-1-1976

Section 13 - Authority shall agree to maintain boiler training and investigate with Union extended training employee advancement.

Section 14 - Authority will investigate feasibility of civil service test in South Jersey Area

Section 15- Membership agrees to a two (2) year contract with change of job titles, January 1, 1976.

- A. Housing Foreman
- B. Housing Foreman with LPL
- C. Housing Assistant Foreman Grade 7 and 11
- D. Stationary Engineer
- E. Housing Mechanic Grade 7 and 11
- F. Housing Mechanic with LPL
- G. Housing Mechanic Helper Grade 7 and 11
- H. Housing Mechanic Helper with LPL
- I. Plasterer Grade 7 and 11
- J. Housing Service Worker
- K. Painter Grade 7 and 11
- L.
- M.
- N.
- O.

With LPL add \$ 500.00

Section 16 - Authority will maintain agency shop upon passing of agency shop bill

Section 17 - Authority agrees to remuneration for unused sick leave if not prohibited by court statutes.

Section 18 - Housing Authority will delete answering service and use boiler sites for emergency calls upon completion of boiler set up

Section 19 - All terms of contract are retroactive to January 1, 1975

Section 20 - Authority agrees to senior repairer for Central Maintenance

Section 21 - Membership proposes separate phone line for Maintenance

Section 22 - Employees on continuous operations shift, standby call and Foremen, will have weekends and holidays divided between them as equally as possible

Section 1. This agreement shall be effective as the first day of January 1975 and shall remain in full force and effect until the 31st day of December 1976. 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 be given 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 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.

#### Article XXVIII - 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 percent shift differential ~~and differential~~ provided such employee's

work day schedule is seven or more hours.

#### Article XXIX - CREDIT UNION

Section 1. The employer agrees to deduct monthly membership due from the pay of those employees who individually request in writing that such deductions be made.



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 June 25th, 1975.

FOR THE UNION

[Signature]

[Signature]

[Signature]

\_\_\_\_\_

FOR THE EMPLOYER

[Signature]  
CHAIRMAN

\_\_\_\_\_

[Signature]  
ACTING EXECUTIVE DIRECTOR

\_\_\_\_\_

APPENDIX "A"

WAGE SCHEDULE

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

1. Effective January 1, 1975, all employees will receive a pay raise of 10% retroactive January 1, 1975 and an additional 8% January 1, 1976.

JOB CLASSIFICATIONS

1975

<u>Salary Range</u>	<u>Minimum</u>	<u>Maximum</u>
1. Maintenance repairer foreman	\$ 11,242.00	\$ 12,749.00
2. Maint. Repairer Foreman /LPL	11,742.00	13,249.00
3. Sr. Maint. Repairer	9,551.30	10,077.00
4. Sr. Maint. Repairer /LPL	10,051.30	10,577.00
5. Stationary Engineer	8,589.90	10,783.30
6. Maintenance Repairer	8,123.50	9,242.00
7. Maintenance Repairer /LPL	8,623.50	9,742.00
7a. FIREMAN		7,700.00
8. Building Maint. Worker	6,919.00	8,200.00
9. Building Maint. Worker /LPL	7,419.00	8,200.00
10. Plasterer	8,123.50	9,242.00
11. Building Service Worker	6,919.00	7,700.00
12. Painter	8,123.50	9,242.00

1976

1. Housing Foreman	\$ 12,121.36	\$ 13,768.92
2. Housing Foreman/LPL	12,621.36	14,308.92
3. Housing Asst. Foreman	10,315.40	10,883.16
4. Housing Asst. Foreman/LPL	10,855.40	11,423.16
5. Stationary Engineer	9,277.10	11,645.96
6. Housing Mechanic	8,773.38	9,981.36
7. Housing Mechanic/LPL	9,273.38	10,521.36
7a. FIREMAN		8,316.00
8. Housing Mech. Helper	7,472.52	8,056.00
9. Housing Mech. Helper/LPL	7,972.52	8,056.00
10. Plasterer	8,773.38	9,981.36
11. Housing Service Wrkr.	7,472.52	8,316.00
12. Painter	8,773.38	9,981.36