



The Newsletter of Camden County Council #10

The WORKFORCE



President's Corner- CITY FURLOUGH/LAYOFFS



President Karl Walko

ACCESS 24/7

WWW.COUNCIL10.ORG

Calendar of Events:

GENERAL MEMBERSHIP MEETINGS
CAMDEN CO. HEALTH SVCS. CTR.
TUESDAY, SEPTEMBER 28, 7 PM
TUESDAY, OCTOBER 26, 7PM
TUESDAY, NOVEMBER 23, 7PM

HENRY DUNN
GOLF TOURNAMENT
THURSDAY, SEPTEMBER 16

Inside this issue:

Family Leave Insurance First Year Report 2
The Heat is On 3
Are Public Employees Overpaid?-New Reports Say No 4
Layoffs/Furloughs Hit Public Workers 4
Tax Cap Means Problems 5
Governor's Proposals Would Wreck Civil Service 5
Council 10 Joins May 22 Rally in Trenton 6
Humor Page
NJ Fact & Figures 8

The current year has been one of misery for City of Camden employees. Direct rule by the State ended with more independence but also huge cuts in State aid. Looking back on 6+ years of State takeover, it is difficult to see any progress if progress is measured by less reliance on the State and an expanded tax base. Over the period, reliance expanded and the tax base shrunk.

Nevertheless, the problems of the City were returned to City government without the funding needed to address them. Budgets cuts in FY2010 ending June 30 were followed by proposed 24% cuts in each City department in the recently an-

nounced FY2011 budget which included a \$28M drop in spending. One day per week furloughs starting in June and extending through November (a 20% pay cut for 26 weeks) were followed by the likelihood of layoffs in the not to distant future.

While facing a scale never seen before, Council #10 continues to fight the impact of the fiscal problem on employees. Through the spring and into the summer, the Union's negotiating committee was in discussions with management attempting to craft a way to reduce and spread out the furloughs. The City for its part was unable to fully define its needs

(Continued on page 5)

The Pension System Dilemma

The condition of New Jersey's pension system is of importance to all state residents since future taxes will be required to keep it going. But for retired public employees and current public employees who anticipate a pension, its survival is critical. Due to the complex nature of factors used to determine the system's viability, exactly how troubled the system is not entirely clear. A George Mason University-Mercatus Center report in June stated the system was 50% funded (valuation assets to accrued liabilities). A separate report by Joshua Rauh of Northwestern University states that even after solving its current budget crisis,

the state will have to come up with an extra \$3 billion (about 10% of its total budget) to resume making pension contributions. Catching up on missed contributions means coming up with \$5 billion to \$6 billion a year. While the exact numbers may not be clear (due to potential changes in the system and increases in the value of investments), the future looks ominous. Rauh believes the problem is so bad that the New Jersey pension system (along with other the pension systems of other states in similar positions) may need a federal bailout. He notes that in order to pass Congress, such a bailout would

(Continued on page 2)

Cuts May End City Free Public Library

After Camden Mayor Redd informed the City Free Public Library its funding would be cut 70% for the fiscal year starting July 1, the Library Board initiated a plan for closure saying it did not have the funds to go beyond the end of the year.



Citing the priority of public safety over other concerns, the Mayor said the funding cut was necessary. Employees were told layoffs in October would be followed by a shutdown in December. The Library, serving a city of around 80,000, has existed for over 100 years and is visited approximately 150,000 time each year. Following a brief cam-

(Continued on page 3)

Furloughs in Winslow, Layoffs in Glouc. Twp.

Mounting fiscal problems have impacted Council #10 employees in Winslow Township and Gloucester Township this year. Winslow employees accepted 8 furlough days through the end of the year in lieu of layoffs. In Gloucester Township, five inspectors in the Construction Office have been laid-off to make way for the privatization of inspections. For both municipalities, the upcoming year may be even more difficult.

(Continued from page 1)

need to come with strict reforms—like forcing New Jersey to immediately close its current plans to new hires and put all future workers in defined-contribution plans, like private-sector 401(k)s.

The problem with the pension system started in the early '90s, when changes in the way investments were valued allowed the state to forego contributions. When funding fell behind, Governor Whitman pushed through a huge loan, creating an illusion that the system was well funded but that anticipated an annual return on investments of 8% (a number that has never been realized). Based on the illusion of funding, contribution holidays were granted to the state as well as local public employers and employee contributions were dropped from 5% to 3% of their salary. In addition, pensions benefits were increased by 9%. When the stock market tumbled in 2001 with the dot com bust, the contribution holidays continued while the value of investments fell. The holidays for local employers was phased out starting in '03 while the state began making partial contribution only in '07 allowing the size of the problem to grow.

Governor Christie has proposed a constitutional amendment that would require the state to make its full contribution each year; however, the requirement would not begin until 2017. His budget this year did not include the called for \$3.1 billion contribution to the pension. Senate President Sweeney commented, "The problem isn't solved, and hopefully the public is savvy enough to see beyond the top lines. That \$3 billion nonpayment will

lead to a \$4 billion pension hole next year."

An attempt by the New Jersey Education Association to force the state to make its full contribution fell short when the New Jersey Supreme Court declined to hear the case in June, letting an appellate panel decision stand. The three-judge appellate panel determined the state was not constitutionally required to make the contribution. Rae Roeder, CWA Local 1033 President, noted, "In the private sector, the Employee Retirement Income Security Act (ERISA) would have required the employer to make their modest contribution to the pension plans. Had the state and local government employers paid the normal contribution (about 4.8 percent of their employee's salary), there would be no public sector pension plan crisis."

Governor Christie has hinted at more changes to the system effecting current employees despite a 1997 amendment to the pension statute which provides that any member of the Public Employees Retirement System (PERS) with five or more years of service has "non-forfeitable right to the benefits based on the law governing the retirement system on the date the member completes five years of service." Opinions offered in the past by the Office of Legislative Services and the Attorney General conclude that a reduction in pension benefits for employees with non-forfeitable rights would likely violate the U.S. and New Jersey constitutions.

Where this will go is unclear. But the scale of the problem means it will be foremost in the minds of the Governor and legislature for many years to come.

Family Leave Insurance (FLI) Celebrates a Successful 1-Year Anniversary

Last July, New Jersey became the second state after California to allow paid time off to take care of a sick relative, a newborn or a newly adopted child. At the time, business interests predicted it would place an excessive burden on employers. A year later, the program appears to be a huge success. Most businesses now recognize that it has not been the nightmare predicted. Funded entirely by workers through payroll deductions, between April 2009 and May 2010, New Jersey collected \$131.4M but paid out only \$60M in benefits. Approximately 26,000 used the program in the first year. Among those, 86% were women between 25-44 and 77% were employed in the private sector. Eighty percent of the claims allowed parents to bond with newborns or newly adopted children. The average leave was 4.6 weeks.



To be eligible for Family Leave Insurance benefits, a worker must earn at least \$145/week during 20 calendar weeks in the base year. The base year covers the 52 weeks immediately preceding the week in which coverage would begin. The benefit rate is 2/3 of average weekly wages, with a maximum of \$561.

A Philadelphia Inquirer editorial on July 10 stated, "New Jersey's decision to give workers a financial safety net to take care of loved ones was the right thing to do. It will pay off in ways that cannot be measured in dollars and cents." Council #10 supported the program approval through participation in the New Jersey Time to Care Coalition.

VISIT US @ WWW.COUNCIL10.ORG

COUNCIL #10

WE'RE HERE TO SERVE YOU!

Council 10's office is open
Monday through Friday from
8:00 AM until 4:30 PM.

We are conveniently located at
330 Market St., 2nd floor
Camden, NJ 08102

Phone: (856) 541-4191 FAX: (856) 541-9390
Email: office@council10.org



From the Shop Stewards Manual – The Heat is On

For working men and women toiling under hot, humid conditions, heat is more than just irritating—it’s dangerous.

Hot weather means hot workplaces, whether you’re in a factory, on a construction site or in laundry or an office. During periods of extreme heat, many workers will suffer painful cramps, exhaustion and, in some cases, death.

The disturbing truth is that heat exposure in the workplace often exceeds that found in the hottest natural climates. Furthermore, heavy work can compromise any worker’s capacity to endure high temperatures.

To help take the heat off workers, stewards should know the classic signs of heat stress:

- ◆ Heat rash. Caused by blockage of sweat glands, appears as a large patch of tiny red blister-like bumps—the same as prickly heat.
- ◆ Dehydration. Occurs when water lost through sweating is not replaced. Symptoms include thirst, loss of appetite, weakness, difficulty swallowing, muscle fatigue and, if untreated, shock.
- ◆ Heat Cramps. Also a result

of excessive sweating, occurs after lost body salt is not replaced. Symptoms include cramps in legs, arms and abdomen.

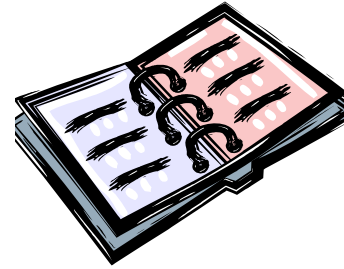
- ◆ Heat exhaustion. Caused by poor blood supply to the brain as a result of blood flowing to the skin’s surface. Symptoms include fatigue, headache, nausea, moist and clammy skin, pale complexion and fainting.

- ◆ Heat stroke. A result of a dramatic increase in body temperature. Symptoms are body temperature of 106 degrees or greater; hot, dry skin surface with red, matted appearance; confusion delirium, loss of consciousness and, if untreated, coma.

Although no government standards regulate temperature extremes in the workplace, stewards can take other steps to beat the heat. For temporary relief, workers should be advised to wear loose-fitting clothing (preferably cotton); drink a lot of cool water; wrap a wet cloth around the neck; and, when sweating heavily, take salt tablets.

Stewards can also monitor conditions by talking to co-workers—always the best

method for measuring hazardous working conditions. If any workers are suffering from the symptoms mentioned above, it is either too hot in the workplace or adequate protections is not being provided. In addition, stewards can measure the workplace temperature either



with an ordinary thermometer or a wet globe thermometer, which measures the total heat picture—air temperature, humidity and air movement. (Note that it can be effective to do this very conspicuously, so that management is aware the heat is being monitored.)

But if you want to do more than just treat symptoms of heat stress, you can’t do it alone. Develop a strategy to fight for safer conditions during hot days. Some recommendations for reducing the dangers of heat stress included engineering controls (fans, air conditioners, ventilation, protective equipment, isolating hot

equipment); work practices (water, rest breaks, acclimatization, work in the coolest part of the day); and training (treatment of heat stress).

If the heat can no longer be tolerated and management balks at attempts to negotiate improvements, your union can stage a “chill-out.” For a day or more people report to work but stay in the coolest area of the workplace—maybe the cafeteria. This tactic can effectively pressure management to take steps to improve conditions. In one case, an employer responded by sending workers home for two weeks without pay while work was conducted to improve the temperature. However, workers successfully filed for unemployment, arguing that the company had laid them off—and working conditions were once again tolerable.

There are other tactics, as well. Be sure to work with your local union officers before trying anything too confrontational. Remember, for bargaining, that union health and safety departments can often offer contract language that spells out procedures management must take on particularly hot days. The agreement may specify a temperature above which workers will not have to work.

(Continued from page 1)

campaign by the “Save the Camden Free Public Library” employees’ group, the reaction of community groups and resulting nationwide attention, the City and Camden County announced the City would become part of the County Library System. The funding for the County system comes from a dedicated library property tax. City residents would now be subject to the new County tax. It was not clear what changes the County would make.

The City Library includes three branches—

418 Federal Street, 835 Ferry Avenue and 1503 Collings Road. While the Federal Street Branch serves the most customers, the Ferry Avenue Branch was just recently built by the County Freeholders and turned over to the Library.

The Union and employees would prefer that the City Library remain independent; however, consolidation with the County Library System is much better than the elimination of library services to City residents and the loss of all jobs.

Council #10 will continue to assist the

Save the Camden Free Public Library group push for the retention of both the Federal St. and Ferry Ave. branches and work to ensure that all employees are retained in the transition.



Are Public Employees Overpaid?

Are public employees overpaid? Not according to a number of recent studies. Professors Jeffrey Keefe from the Rutgers School of Management and Labor Relations and William Rodgers from the Heldrich Center for Workforce Development found

- ◆ A basic comparison of wages indicates that private sector employees are on the average paid more

than public sector employees

- ◆ These comparisons vary markedly when education is considered. Workers with only a high school education are better compensated in the public sector than in the private sector because most public sector jobs are not paid at the minimum wage and include health insurance

and pension benefits.

- ◆ Public employees are more educated. Forty-four percent of the private sector workers have at least a college degree compared to 57 percent in the public sector.
- ◆ Wages of less educated men in the private sector have eroded over time. Some of the possible reasons for this are the erosion of the state's manufacturing base; the decline in private sector unions; and an increase in the supply of less educated and less skilled men.

workers, the public-sector penalty is about 2 percent of earnings; for men, it is about 6 percent of earnings. The wage penalty for working in the state-and-local sector is particularly large for higher-wage workers. While low-wage workers receive a small wage premium in state-and-local jobs (about 6 percent for a typical low-wage worker), the typical middle-wage worker earns about 4 percent less in state-and-local work, and the typical high-wage worker makes about 11 percent less than a similar private-sector worker."

The chart compares annual earning at various education levels.

The Washington think tank Center for Economic and Policy Research reported in May—"When state and local government employees are compared to private-sector workers with similar characteristics—particularly when workers are matched by age and education—state and local workers actually earn 4 percent less, on average, than their private-sector counterparts. For women

Finally, Keith A. Bender and John S. Heywood from the University of Wisconsin reported in April, "Over the past 20 years, the earnings for state and local employees have generally declined relative to comparable private sector employees. Wages and salaries of state and local employee are lower than those for private sector workers with comparable [education]. State employees typically earn 11 percent less; local workers earn 12 percent less.

Comparing Public-Private Annual Earnings in New Jersey

Compensation by Education	Private	Public
Average Wages	\$69,979	\$56,694
Average Total Compensation	\$104,409	\$89,917
Wages by Education		
Less than high school	\$27,710	\$41,000
High school	\$44,760	\$44,050
Some college	\$53,901	\$47,567
Associates	\$56,181	\$50,916
Bachelors	\$89,041	\$56,641
Professional degree	\$175,141	\$79,330
Masters	\$107,328	\$69,171
Doctorate	\$108,538	\$109,482

Layoffs/Furloughs Hit Public Workers Statewide/Nationwide

County and municipal employees throughout New Jersey have imposed furloughs and layoffs in response to budget deficits. Cuts in state aid have had a devastating impact.

In Newark, the state's largest city, 100 non-uniformed workers have been laid off and the remainder will be furloughed one day per week for the remainder of the year. Over 260 police officers may also be laid

off.

In Trenton, the state capital, Mayor Tony Mack's layoff plan calls for 111 police officers, 79 firefighters and 187 city workers to lose their jobs effective Oct. 1.

In Atlantic City, 39 city workers were laid off in addition to the implementation of 10 furlough days in what Mayor Lorenzo Langford says is the first round of cuts. The city has requested state permission for an addi-

tional 93 layoffs later this year. Across the board, all types of towns have been affected. Cherry Hill announced plans in June to lay off 23.

According to the N.J. Department of Labor & Workforce Development, 2,800 local government jobs were lost in June alone.

Nationwide since August 2008, state and local governments have cut 242,000 jobs, and that number is expected to

grow as many states face massive deficits. Just as the private sector is starting to eke out some growth, the public sector is putting a drag on the recovery.

A report from the National League of Cities (NLC), National Association of Counties (NACo), and the U.S. Conference of Mayors (USCM) reveals that local government job losses in the current and next fiscal years will approach 500,000.

2% Tax Cap Means Problems for Municipalities/Public Workers

With his signature on July 13, Gov. Chris Christie lowered the existing cap on annual local tax increases from 4 to 2 percent, and closed most loopholes in the existing law. When towns want to raise taxes higher, they will have to get permission from a majority of local voters — something foes warn will widen the chasm between rich and poor communities. Even before Christie signed the bill, Assembly Democrats who had reluctantly approved the compromise predicted it would cause a fundamental shift in how New Jersey pays for government. Assembly Speaker Sheila Oliver (D-Essex) said it could force the state to find additional ways to pay for its prized but pricey public education system. Assembly budget chairman Louis Greenwald (D-Camden) said the cap could lead to lower state sales and income taxes, while freeing up towns to raise revenue through their own local taxes.

"I know that we as a state have two New Jerseys, one that's the haves and [one that's] the have-nots," said Sen. Shirley Turner (D., Mercer), one of four senators, all Democrats, who voted against the bill. "My feeling is this 2 percent cap, which allows for voters to

override the 2 percent cap, will further exacerbate the two New Jerseys."

According to a study by the Municipal Finance Task Force in Massachusetts, the chances of an override's success correlated strongly with the wealth of a community.

Twenty-seven percent of override attempts in the communities with incomes in the lower two-fifths.... 1/3 succeeded, compared with 43 percent in the second-highest fifth and 57 percent in the highest fifth. Communities with incomes in the highest two-fifths also attempted more overrides, 1,627, than the lower two-fifths, 1,190.

Because Massachusetts directed extra state aid to the poorest communities, however, their budgets as well as those of the highest increased the most. Communities in the middle faced the tightest constraints because they could neither override the cap nor receive extra state aid.

"We have a distribution formula for state aid in which the poorer, largely urban areas get much more state aid than the wealthier communities, and so in good economic times, that problem of inequity is addressed," said Michael J. Wid-

mer, president of the Massachusetts Taxpayers Foundation, a nonpartisan public-policy research organization. "But in bad times like these, the cities, the poorer urban areas, tend to suffer more because they depend more heavily on state aid, and they in many cases never have done an override. "Signing this legislation at a time when there are cuts in aid to cities and towns will almost certainly lead to greater inequities between the richer and poorer communities in New Jersey."

Geoffrey Beckwith, executive director of Massachusetts Municipal Association, said communities with higher personal incomes had been more likely to pass overrides and working-class communities likelier to cut services. "This idea of an override as a safety valve only works in communities where people are generally more affluent," Beckwith said. "It creates a divide between communities in the state based on income."

Under Christie's first budget, for the fiscal year that began July 1, municipal governments lost about \$446 million in state aid, about 23 percent.

Governor Proposes Major Changes in Civil Service

As part of his "tool-kit" to reduce government costs, Gov. Chris Christie has proposed changes that could eliminate the protections provided by civil service in New Jersey. One tool-kit item would allow counties and municipalities to opt out of civil service by ordinance or referendum. The bill would allow a re-vote every two years if voters retain civil service but only every 10 years if they abolish it.

Even if civil service was retained, under the provisions of the tool-kit, its protections could be gutted. A second tool-kit item would remove bumping protection in layoffs and allow management to unilaterally determine the criteria for layoffs for towns that retained civil service. A third item would allow temporary appointments for nine months instead of the current 6 encouraging an expanded use of temporary employees. A fourth would allow management to select which employees would be remain working in the event of merged or shared services. A fifth would allow management to unilaterally implement furloughs and temporary layoffs including the use of staggered furloughs.

Senate hearings on a number of the items are scheduled for August 12. The Senate may vote on the items as early as August 23.

Whatever comes out of those discussions will be brought to members for approval.

(Continued from page 1)

first losing \$8M in FY2010 State funding and then getting \$4M at the last minute.

Now, even with the budget announcement and the anticipated budget cuts, the size of the fiscal problem still remains uncertain. The City anticipates receiving \$51M (down from \$71M last year) in State

"Transitional Aid" but actual receipt of the funding depends on the City meeting the State's *eligibility requirements* which include decreases in salaries, reduced staffing levels, modified work rules, modified benefits costs, "or other effort to mitigate salary & wage increases or reduce costs". The status quo will disqualify an applicant. Camden will compete for this

reduced pool of State aid with 25 other municipalities (up from 9 last year).

Council #10 made suggestions on how to reduce the budget gap in ways that will not negatively impact employees and is pushing the City on implementation. In addition, the Union's negotiating committee is continuing to discuss realistic concessions in a new contract.

Council #10 (Henry J. Dunn Fund) Awards \$16,000 in Scholarships

The Henry J. Dunn Scholarship Fund gave out \$16,000.00 in scholarships at its March General Membership Meeting. Thirty-two high school seniors, sons and daughters of Council #10 members, each received a \$500 award. The Council #10 Scholarship Program has awarded over \$130,000 in scholarships since its inception in 1997.



2010 Winners in Attendance at the March General Membership Meeting (with Parents)

2010 Scholarship Winners

William Longfellow
(John West Scholarship)

Sean McGahey
(Freeholders Scholarship)

Mollie Anstotz
John Bayruns
Lauren Brosius
Danielle Calogero
Jennifer DiBartolomeo

Bianca Gallagher
Diante Gloster

Francesca Greenwald

Janaire Hawkins
Byron Johnson II

David Johnson
Grace Kinney
Brittany Love

Grace McAleer
Nadirah Parker
Maxwell Pospischil

Ashley Power
Lauren Procajlo
Gina Romano

Levi Ryan
Dawn Simons
Michele Smith

Kristen Thomas
Jessica Torres
Shayla Valentin
William Wallace

Kevin Walsh
Nathan Watts
Shannon McFadden
Tequira Long

State Bill Would Eliminate Longevity

A bill (A2936) introduced by State Assemblyman Paul D. Moriarty, D-Gloucester, would end longevity payments for county and municipal workers. The bill would prohibit any public agency from granting employees any compensation that is based on the length of time on the job. The bill would only apply to future contracts, not ones that are currently in effect. While the intent is clearly to bar longevity, the wording of the bill might be used to also address wage scales and health benefit copays that reward employees with greater services. At the current time, the bill does not have a Senate sponsor.

Help Us Fight for Your Rights! Join the Council #10 PAC

When elected officials take joy in slashing the benefits of public employees, it becomes more vital than ever to respond politically. The Council #10 PAC was formed for this purpose. Contributions are used to educate the public and lobby officials. In order to continue its work, the PAC needs your financial support. Contributions may be as little as \$1 per paycheck. For that small amount, you help Council #10 members get a fair shake. Applications are available on our website or through the Union office.

Council #10 Joins May 22 Public Employee's Rally in Trenton

Council #10 members joined the May 22 rally in Trenton to protest the Governor's budget and action affecting state and local government workers. Over 35,000 heard union and community leaders speak. Newspaper reports indicated the rally was the largest in Trenton's history. The need for continued political pushback was stressed. The crowd chanted "We are not the problem" in response to the speakers'

cues. In the mind of protestors was Gov. Christie's recent veto of the "millionaire's tax". "Stop being the biggest bully in the state," urged James Harris, leader of the NAACP in New Jersey, saying Christie's budget would benefit the rich while robbing the poor. Calling Christie's actions an assault on the middle class, Barbara Keshishian, who leads the New Jersey Education Association, said, "If legislators remain silent, then they will have to share the blame."



Karl Walko, Dave Ewing, Eunice Robinson, Orlando Munoz, & Tami Goree (L to R) at Trenton Rally



Trenton rally sign showing Governor Christie as the "Biggest Loser".

Humor Corner

A Letter From Management

1. SICK DAYS: We will no longer accept a doctor statement as proof of sickness. If you are able to go to the doctor, you are able to come to work.

2. SURGERY: Operations are now banned. As long as you are an employee here, you need all your organs. You should not consider removing anything. We hired you intact. To have something removed constitutes a breach of employment.

3. PERSONAL DAYS: Each employee will receive 104 personal days a year. They are called Saturday and Sunday.

4. VACATION DAYS: All employees will take their vacation at the same time every year. The vacation days are as follows: Jan. 1, July 4, and Dec. 25.

5. OUT FROM YOUR OWN DEATH: This will be accepted as an excuse. However, we require at least two weeks notice, as it is your duty to train your own replacement.

Thank you for your loyalty to our company. We are here to provide a positive employment experience. Therefore, all questions comments, concerns, complaints, frustrations, irritations, aggravations, insinuations, allegations, accusations, contemplations, consternations or input should be directed elsewhere. Have a nice week.

--Management



Work Attitudes

- I can please only one person per day. Today is not your day. Tomorrow isn't looking good either.
- I don't have an attitude problem. You have a perception problem.
- I love deadlines. I especially like the whooshing sound they make when they go flying by.
- Two wrongs don't make a right, but three rights make a left.
- Am I getting smart with you? How would you know?
- My reality check bounced.
- On the keyboard of life, always keep one finger on the escape key.
- I have not yet begun to procrastinate.
- You're slower than a herd of turtles stampeding through chunky peanut butter.
- I don't suffer from stress. I'm a carrier.
- I'd give my right arm to be ambidextrous.
- I'd explain it to you, but your brain would explode.
- Tell me what you need, and I'll tell you how to get along without it.
- Eagles may soar, but weasels don't get sucked into jet engines.

COUNCIL #10 ACTIVITIES

June '10 Night with the Phillies



200 Council #10 members and family attended the Philadelphia Phillies game on June 10 at Citizens Bank Park in South Philadelphia as part of Council #10's "Night at the Phillies." While the weather cooperated with one of the nicest evenings of the early summer, the Phillies lost to the Florida Marlins 2-0 in an old-fashioned pitching duel. Phillies hurler Roy Halladay lost to the Marlins and their starter Josh Johnson in a repeat of their match-up in Halladay's "perfect game" against the Marlins two weeks earlier.

2010 Christmas Spectacular Show Trip Planned



The Council #10 Activities Committee is sponsoring a bus trip to Radio City Music Hall in New York City to see the 2010 Christmas Spectacular.

When: November 21, 2010

Cost: \$55/ticket (limit 2 per member)

Seats are limited and on a first come, first served basis. For more information, please check the Council #10 website or contact the Union office.



SAVE THE DATE
2010 HENRY J. DUNN SCHOLARSHIP GOLF TOURNAMENT
THURSDAY, SEPTEMBER 16, 2010



The annual Henry J. Dunn Scholarship Golf Tournament will be held on Thursday, September, 16, 2010 at Valleybrook Country Club. Entry fee including green fees, bagged lunch, soda and/or beer, gift, and dinner in conjunction with a "Chinese" auction is \$100/golfer (\$120 after 9/2). The tournament brochure is available on the Council #10 website and from the Council #10 office.

Discount Parking Available in Downtown Camden Through Council #10 Office

A limited number of discounted parking spots are available in the Camden County College Garage at 6th & Cooper Streets. The cost is \$55/month through the Council #10 office. Members seeking a spot should contact the office at 856-541-4191.



Congratulations to New Shop Stewards!

The following Council # 10 members were recently elected to serve as Shop Steward in their respective shops:

David Domanski	Gloucester Township Public Works
Domenic Martino	Gloucester Township Public Works

Remember to Use Your Council #10 Vision Benefit

Council #10 eligible employees should make sure they use their Vision Benefit. If you have questions or need information, check the Council #10 website.



New Jersey Facts & Figures

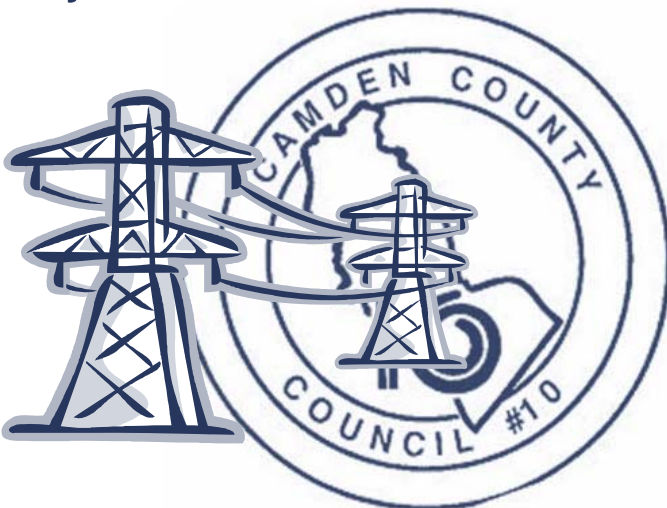
Source: New Jersey Policy Perspective	Value	NJ's Ranking Among States
State Population	8,685,920	11
Median Household Income	\$67,035	2
Millionaires as % of Households	7.1%	1
Per Capita Personal Income	\$49,238	3
Union Membership as % of Workers	19.2%	6
State Income Tax as % of Personal Income	2.2%	28
Property Tax as % of Personal Income	5.1%	4
Sales Tax as % of Personal Income	1.7%	42
State & Local Revenue as % of Personal Income	12.1%	10
Gas Tax in Cents Per Gallon	14.5	49
Governor's Salary	\$175,000	4



Don't Throw Away This Newsletter!

In order to control cost, Council #10 does not print a copy of this newsletter for every one of our 2,000 members. Please share it and help us spread the news. Your assistance in controlling costs is greatly appreciated.

Stay Connected to the Power.....



.....The Power of Your Union.

Sign up for Council #10 email at www.council10.org