

STATE OF NEW JERSEY
SECAUCUS HOUSING AUTHORITY
700 COUNTY ROAD
SECAUCUS, NEW JERSEY

January 25, 2024

(Condensed transcription of **Closed Session** taped minutes taken on Thursday,
January 25, 2024, Kroll Heights, 700 County Road, Secaucus, New Jersey.)

****CLOSED SESSION****

ROLL CALL;

Present: Chairman Michael Harper
Commissioner Antonio Suarez
Commissioner Raj Pardasani
Commissioner Patricia Mondadori
Commissioner John Bujnowski
Commissioner Richard Fairman
Commissioner Michael Schlemm

Also Present: Executive Director Christopher Marra
Stephen Natoli, Esq.
Deborah L. Alvarez – Secretary/Transcriber

PERSONNEL

ED MARRA presented the Union's request. They want three things: 1) a three-year contract 2) a 3% raise and 3) one (1) extra bereavement day. I

ED MARRA has recommended to the Board once change in the Vacation policy: The passage reads: "Any employee may carry over up to 3 weeks vacation for one year (15 days). Any such vacation not taken in the 2nd year shall be lost. Accumulation shall be for one year only." **"Employees may be paid for up to 3 weeks of their carry over vacation."** ED Marra wants that last sentence struck from the contract as it only impacts one employee.

They want 3% annually and bereavement item just came up. They didn't ask for any other monies; didn't ask for nothing. COMMISSIONER FAIRMAN: How does that comport with Town? ED MARRA: If we give them a contract now, April 1, 2024 that means March 31, 2027. The town contract expires December 31, 2025 so they have this year at 3% raise and all of next year at 3% raise or \$2,000, whichever is greater and then start negotiating. We would have one year past them at 3% or \$2,000. COMMISSIONER FAIRMAN: Going one year beyond the Town, does that cause a problem with the Town? ED MARRA: If we gave them a 4% raise, yes that would cause a big problem or 3.5 or 3.75, but the Town, since I've been here, the Town has gone for 3% many times.

COMMISSIONER SCHLEMM: (Inaudible) I just have a problem with it, because we don't know sometimes and I held it back, but I'm saying the fact that we do the 3, what will happen is, the Town will probably take that year to figure out what it is and it will almost line up.

ED MARRA stated that over the term of this contract some long time employees will probably retire and the Authority will see some savings.

In short, they want 3%, they want an adjustment in bereavement leave, to line it up with the Town. **Linda Fanning email:** Bereavement leave: Grant 1 bereavement day the day of the funeral of a father-in-law, mother-in-law or sister-in-law. We just had a recent incident where somebody's brother-in-law or sister-in-law wasn't in there. They had to use a personal day or vacation day. What they're asking for is grant 1 bereavement day – day of the funeral of a father-in-law, mother-in-law, brother-in-law, sister-in-law – that's it. I don't think it lines up with the Town. The Town has a more generous bereavement leave – like 3 days off. That's it – 3% and 1 bereavement day on day of funeral.

CHAIRMAN HARPER: Motion to go out of Closed Session.

Motion made by Commissioner Mondadori to leave Closed Session at this time; 2nd by Commissioner Pardasani.

VOTE: AYES/All Present Commissioners (7)

Closed Session meeting adjourned.

Respectfully submitted,

Deborah L. Alvarez
Secretary/Transcriber