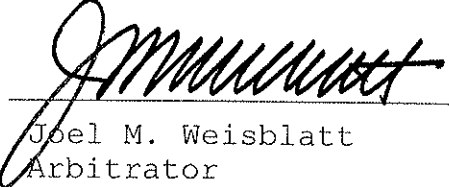


up to one hundred eighty (180) days. The City may, at its option, extend the one hundred eighty (180) day limit.

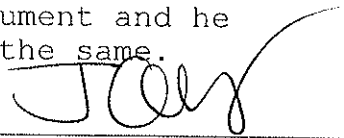
**10. Bill of Rights. Article 39:**

Delete Section 2(D).

Dated: November 13, 2010  
Skillman, N.J.

  
Joel M. Weisblatt  
Arbitrator

On this 13th day of November, 2010, before me personally came and appeared Joel M. Weisblatt, to me known and known to me to be the individual described in and who executed the foregoing instrument and he acknowledged to me that he executed the same.

  
Attorney-at-law