

AGREEMENTS REACHED BETWEEN
COMMUNITY AND GOVERNMENT NEGOTIATORS REGARDING
NEW JERSEY COLLEGE OF MEDICINE AND DENTISTRY AND RELATED MATTERS*

(AS AMENDED)

*Introductory Remarks by
Chancellor Dungan Will Be
Distributed At The Public Hearing

April 30, 1968

I. Acreage

It is agreed that the New Jersey College of Medicine and Dentistry will construct its facilities on 57.9 acres of land and relinquish its other options, releasing such land for the prompt development and rehabilitation of housing. It is further agreed that the 4.7 acres contemplated for use as a day care center for mentally retarded children and as an emergency reception and child care center will be relinquished for housing or mixed use. The possibility of retaining this facility in the Fairmount area is part of a mixed housing and institutional use project will be explored, and if found not to be feasible, efforts will be made to relocate the facility elsewhere in the city in order to make these important services available to the Newark Community.

II. Health Services, Employment and Training

A new era in community health screams to be born. The people of Newark are unselfish mid-wives who have offered their homes and their hopes. But without whole community participation, there cannot be a new beginning in the improvement of health services. Nor can there be genuine progress without medicine making its boldest commitment.

When physicians and healers monitor the inner city pulse, they also must look for signs of social pathology and purpose. Only total concern for the community can help it contribute to the national well-being.

The low-income and disadvantaged sectors of the community cannot be held to be responsible for the present state of public health in Newark. They are, however, prepared to share responsibility for the future, and there cannot be a meaningful future for the health professions without their partnership.

In order to provide for a comprehensive health program for the residents of the area served by Martland Medical Center (the Newark City Hospital) and for the Newark area generally, the following steps will be taken in conjunction with the community.

1. Upon agreement with the City of Newark that the New Jersey College of Medicine and Dentistry will administer Newark City Hospital, the college will devote a minimum of \$2.5 million to the immediate renovation and improvement of health services and facilities at the hospital.

The State of New Jersey pledges to provide this minimum amount from existing appropriations. The college will use this pledge as a stimulus towards securing the additional funds from private and public sources (state, local and federal) for the continued improvement of health services at Newark City Hospital.

2. The college will operate the city hospital as an integral part of its education and community health programs. It will seek to improve the quality of medical care at city hospital to a level equivalent to that expected of the teaching hospital to be built on college grounds.
3. The relationship of the teaching hospital to the city hospital will be the same as that maintained with every other hospital in the state: Newark patients will be accepted to the teaching hospital on precisely the same basis as all other residents of New Jersey.
4. The college agrees to implement a comprehensive community health services program. This program will include experimental and demonstration techniques, as well as long range health services. They will be subject to the review and recommendations of the community health council to be established with the community.
5. The college and the community agree to work with other interested parties in developing a Newark community health council. The community health council will have majority representation from the community. Three members will be designated by the Model Cities Citizen Participation Committee. Three more shall be appointed by the UCC and three additional members will be selected by the community-at-large. Eight members will represent local medical and health institutions. If a larger council is necessary, it will be expanded in the same proportion as that established here. The functions of the community health council will be as follows:
 - (a) Development of a comprehensive health plan for Newark's low-income community;
 - (b) A comprehensive community mental health plan for Newark's low-income community;
 - (c) To contract for and operate federal, state and local funded community health programs, including OEO and PHS;

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- (d) Serve to formulate and coordinate training programs in the health services and professions area;
- (e) Assist the College of Medicine and Dentistry in an active program of recruitment for minority group students, faculty members and professional personnel;
- (f) A sub-committee of the community health council, composed of the nine community representatives, shall work jointly in developing and shall review and approve programs to be developed and administered by the college to provide community health services to low-income persons in Newark;

This sub-committee shall be attached to the College's Department of Preventive and Community Medicine; it is understood that this sub-committee will relate to other departments as the need arises;
- (g) The community health council will work jointly with the college in developing career ladders for non-professionals in the health field, including the establishment of criteria for the screening and selection of non-professionals;
- (h) Evaluate from time to time the adequacy of community health services being provided by the medical school complex and make suggestions for change.

The College will abide by the various policy decisions made by the Council within the areas described in points (a) through (h). The Newark Community Health Council will be represented on the Areawide Health Planning Council and will be provided technical assistance by the Areawide Council. Funds will be secured from Model Cities, OEO and other sources, including funds for the hiring of consultants to the community.

6. The College will establish a special scholarship and recruitment program directed at attracting black and Latin students to the medical and dental professions.
7. The Essex County Community College and the Medical College will develop training programs for nurses, ward management, specialists and medical technicians. Five such programs

will begin in September 1968: pre-medical, nursing, hospital unit management, medical records librarian and medical secretary. Three-hundred students will be enrolled by this fall with a special recruitment drive to be focused in the medical college area.

- 8. Commissioner Marburger will work with the Newark vocational schools and MDTA skill center to key developing programs to para-medical opportunities made available by the Medical College. In particular, the pending expansion of the skill center will be closely coordinated with the Dean of Allied Health Professions at the Medical College to achieve the highest standards in training and clinical experience. Specific training will be undertaken for practical nurses, ward aides, dietary personnel, and medical maintenance personnel.
- 9. The new Manpower Training Skill Center already has initiated programs in three health profession areas: practical nursing nurses aides, and medical secretary. These can be expanded to three to five times the current enrollment, and further training programs can and will be added.
- 10. Commissioner Marburger will also work with the Essex County Vocational and Technical School to increase enrollment in current programs for practical nurses, dental assistants, and medical assistants.

Whenever possible, efforts will be made to locate training courses in the vicinity of the College.

- 12. Every effort will be made to insure that as many of the 2,600 jobs which the medical college complex is expected to produce once it is in full operation in the early 1970's will be filled by residents surrounding the medical school area.

III. Relocation

In recognition of the fact that Newark's housing resources are limited, the following procedures will be used to assure that all families and individuals dislocated by the medical center project will be satisfactorily relocated:

1. The State of New Jersey pledges that demolition and construction on the 46 acre site will be staged in such a manner as not to displace any family until satisfactory relocation accommodations are found for each family and individual so displaced.

2. The State of New Jersey, through the Department of Community Affairs, will provide a rent supplement program for all families who could not otherwise be relocated. Through the Department of Institutions and Agencies, the State will insure that local and county welfare departments meet their full obligation under existing welfare law and regulations to relocate welfare recipients and standard housing at full economic rent.

3. The State of New Jersey will accelerate its assistance to community based housing corporations in order to create additional relocation resources in the manner indicated in Part VI below.

4. The Newark Housing Authority will accelerate its leased housing and rent supplement programs under existing authorization and will seek additional commitments of leased housing funds as soon as possible.

5. The relocation review board shall be formed consisting of one member from HUD, one member from the Department of Community Affairs, and four members selected by the community housing council to be formed under these agreements. The review board shall have two functions:
 - (a) The review board will hear complaints from relocatees regarding the relocation process. If the review board finds that the relocation practices followed and adopted by the Newark Housing Authority adversely affect any individual to be displaced or evicted, or threatened with the displacement or eviction as a result of the construction of the medical school, they will refer him to the appropriate state or federal body for administrative or judicial remedy, and assist the complainant in the presentation of his grievance.

To this end, the review board shall be given full access to dwelling inspection records, the records of complainants appearing before the board, any plans, proposals, contracts, leases, and supporting documents which are pertinent, except for those documents made confidential by law.

- (b) The review board shall also serve to determine which families shall need State of New Jersey rent supplements as provided under point 2 above. The review board will work with the Department of Community Affairs in developing standards and criteria for its guidance in making this determination.

The Department of Community Affairs will secure funds to pay salaries of two full-time staff persons to work with the relocation review board. These two persons shall be designated by the community representatives on the review board.

6. The State Division of Civil Rights will participate on an active basis in the relocation process and insure that all state and federal legislation pertaining to housing is scrupulously enforced.
7. The above provisions will be made terms of the contractual agreement between the medical college and the City of Newark, and between the city and the federal government.

IV. Medical College Construction

A. Objective:

A major objective of the community and federal, state and local governments is expanded opportunities for minority group employment on the medical college construction site. Achievement of this objective requires significant representation of minority groups in each trade, with at least one-third of all journeymen and one-half of all apprentices in each trade being drawn from minority groups.

B. Steps to be Taken

In addition to vigorous enforcement of Title VII of the U.S. Civil Rights Act, the President's Executive Order 11246, and New Jersey Executive Order 21, the following steps shall be taken toward the above objective:

1. Formation of a review council composed of community representatives, union officials, contractors, state and federal representatives to conduct pre-contract award reviews, to review union-contractor bargaining agreements, to coordinate recruitment and referral efforts, and to review compliance. The council shall establish minority group representation standards in conformity with the objectives stated above. The majority membership on this council shall be composed of community representatives. The pre-contract award review process will require all contractors and sub-contractors to submit projected manning (manpower) steps with racial breakdowns and union contractor bargaining agreements to the review council. If these projections do not meet the minority group representation standards established by the council, contractors will be required to undertake an affirmative action program designed to meet such standards. The affirmative action program will be incorporated in the construction contract and all sub-contracts. Failure to carry out the affirmative program will constitute material breach of contract. Affirmative programs must include at least the following:

- (a) A concerted effort to recruit qualified craftsmen using all available community resources, including the Joint Apprenticeship Program, the New Jersey Public Employment Service, the UCC and minority group publications. Recruitment will be focused particularly on craftsmen working in related trades or in non-union jobs. On-the-job training will be provided by industry, labor, or government to enable craftsmen to make any necessary transition from one related trade to another. A convenient mechanism must be established so that such craftsmen will be graded by and introduced into the trade unions. In the event of union resistance, contractors--with the full support of the State Government--will hire such minority group craftsmen directly and assign them to the medical school construction site. Such craftsmen will be paid prevailing union rates, including the cash equivalent of fringe benefits.

- (b) Immediate pressure by contractors and the state and federal government to enlarge existing apprenticeship classes, or to open new classes, in order to provide maximum opportunities for minority groups in accordance with the Bal Harbour Declaration.
 - (c) Immediate development of pre-apprenticeship training programs, at pay commensurate with apprenticeship rates, with guarantees by contractors and unions that persons who satisfactorily complete training will become registered apprentices and will receive employment with the contractors. This provision is in recognition of the fact that there are many young people who can become qualified craftsmen but who cannot now meet formal apprenticeship requirements for entrance. MDTA Multi-Skill Centers shall be one of the agencies providing apprenticeship construction training programs.
2. The review council shall formulate an affirmative program to assure that a substantial number of contracts are placed, to the fullest extent possible, consistent with state and federal law, with minority group businessmen. Contracts and sub-contracts shall be divided into small parcel bids so as to assure equitable distribution of contracting parcels. The State shall assure that small minority group businessmen will have adequate assistance in acquiring bonding, where required, in order to undertake and complete contractual relationships. Additional technical assistance shall be provided by the State to minority group businessmen to enable them to bid effectively.
 3. The designation of full-time compliance officers in the Department of the Treasury to police and enforce the medical school construction integration program. These officers shall be selected by the review council in conformance with Civil Service Laws.

V. Model Cities

1. The Federal regulations relating to the Model Cities Program will be rigidly adhered to by the Newark City Demonstration Agency.

2. An ad hoc committee of community representatives composed of 25 members -- five from the UCC, ten from the community-at-large, five to be designated by the negotiating team, and five to be designated by the city -- will be formed. The ad hoc committee will serve as the catalyst in developing a broad-based community group to serve as the vehicle of community participation under the Model Cities guidelines. The composition of this community participation vehicle will ultimately be subject to ratification by the community in a democratic manner and after due public notice.
3. The City of Newark agrees that the citizen participation mechanism eventually developed will have a joint veto over the programs to be developed and administered by the City Demonstration Agency.
4. The citizen participation mechanism will also have the power to call for a public hearing when it feels that its views are not properly being considered by the City Demonstration Agency.
5. The Department of Housing and Urban Development will carefully supervise the degree of effective citizen participation and will suspend activities in the Model Cities Program when the participation requirements herein expressed are not being fulfilled.

VI. Housing Construction

1. A Community Housing Council shall be formed within 30 day. This Council shall be broadly representative of community organizations and individuals concerned about housing in Newark.
2. A task force of representative of HUD, the State Department of Community Affairs, the Newark Housing Authority and the members of the Citizens Housing Council shall be organized promptly upon the formation of the Citizens Housing Council. The Majority membership on this task force shall be composed of representatives of the Citizens Housing Council. The task force shall prepare a housing program designed to produce sufficient housing to meet the demand created by projected dislocation in Newark, as well as to add significantly to Newark's supply of low and moderate income housing. This program shall be used as guidelines for federally and state assisted housing programs in Newark. The task force shall report within three months of its formation.

3. The Newark Housing Authority agrees to meet with the Citizens Housing Council periodically to:
 - (a) Review the status and disposition of parcels in urban renewal projects in execution, and
 - (b) Review the priorities and direction of urban renewal in Newark, particularly with regard to the need for greatly increased housing construction.
4. The Newark Housing Authority agrees to convey to non-profit community-based housing corporations land designated in Louis Danzig's letter of March 1, 1968 to Chancellor Dungan, the text of which is attached as Appendix A to these agreements.
5. In order to facilitate responsible planning and analysis by community groups, the Department of Community Affairs pledges to:
 - (a) Provide to such community groups as have received an option on urban renewal land "seed money" for planning and development of working drawings, specifications, etc.;
 - (b) To provide resources for the overall evaluation of Newark's housing program in the form of consultants, planners, and any funds reasonably necessary;
 - (c) To have the New Jersey Housing Finance Agency process applications for State funds from community groups with dispatch.
6. All parties concerned will give due consideration to mixed used construction, e.g., housing over schools, institutional facilities, and/or commercial uses.
7. The United States Departments of Housing and Urban Development and Health, Education and Welfare pledge to encourage their component and subsidiary agencies in the fields of housing, health, and education to proceed with all possible dispatch in processing applications from community and community-related groups for Federal funds for these purposes.

8. Both HUD and the Department of Community Affairs will review and act upon all urban renewal and housing proposals from the City of Newark in such a manner as to bring about a greater commitment of available land and resources to housing construction.