

2-0334

Somerset

18-00  
LIBRARY  
Institute of Management and  
Labor Relations

STORAGE

LABOR AGREEMENT

MAR 16  
RUTGERS UNIVERSITY

AGREEMENT is entered into this *2nd* day of *March*, 1982 by and

IBT  
BETWEEN LOCAL UNION NO. 866, Affiliated with INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, hereinafter referred to as the "UNION" (*Blue-collar Employees*)  
*Somerset County Board of Chosen Freeholders*  
AND THE BOARD OF CHOSEN FREEHOLDERS OF THE COUNTY OF SOMERSET, STATE OF NEW JERSEY hereinafter referred to as the "EMPLOYER".

The effective date of this Agreement is January 1, 1982.

The EMPLOYER and the UNION agree as follows:

ARTICLE 1.

The EMPLOYER recognizes Local Union No. 866, affiliated with International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America as the sole and exclusive bargaining agency for all blue collar employees employed by the County of Somerset in the Bridge and Road Department as provided for in PERC Certification of Representation Docket No. RO-78-168 issued October 13, 1978.

Excluded are managerial executives, clerical employees, confidential employees, craft employees, professional employees, police and supervisors as defined in the Act, and excluding assistant foreman, bridge foremen, road foremen, road and bridge supervisors and assistant supervisors and administrative supervisors.

X January 1, 1982 - December 31, 1984

ARTICLE 2.

Supervisors will not perform bargaining unit work so as to deny employees overtime pay or the opportunity of promotion.

ARTICLE 3.

Dues Check-Off

The EMPLOYER agrees that it will, on the first payroll in each month, deduct the UNION dues from the pay of each employee and transmit the same with a list of such employees to the Secretary-Treasurer of LOCAL UNION 866 within ten (10) days after the dues are deducted.

After an employee has been employed for thirty-one (31) days, the EMPLOYER agrees to deduct the initiation fee in four (4) consecutive weekly payments and to transmit the same as above set forth.

The UNION agrees to furnish written authorization, in accordance with law, from each employee authorizing these deductions.

The UNION will furnish the Employer a written statement of the dues and initiation fees to be deducted.

ARTICLE 4.

Probationary Period

All newly hired employees shall serve a probationary period of ninety (90) calendar days. During this probationary period the EMPLOYER reserves the right to terminate a probationary

employee for any reason. Such termination shall not have recourse through the Grievance and Arbitration provisions of this Agreement.

ARTICLE 5.

Inspection Privileges

Providing prior notice is given to the EMPLOYER, authorized agents of the UNION shall have access to the EMPLOYER'S establishment during working hours for the purposes of adjusting disputes, investigating working conditions, collection of dues, and ascertaining that the Agreement is being adhered to, provided, however, that there is no interruption of the EMPLOYER'S working schedule.

ARTICLE 6.

Union Bulletin Board

The EMPLOYER agrees to provide a bulletin board in a conspicuous place in each facility where employees report to work. Postings by the UNION on such bulletin boards are to be confined to official business of the UNION.

ARTICLE 7.

Non-Discrimination

The EMPLOYER and the UNION agree not to discriminate against any individual with respect to hiring, compensation, and other terms and conditions of employment because of such individual's race, color, religion, sex, or national origin.

Whenever any words are used in this agreement in the masculine gender, they shall be construed as though they were also used in the feminine gender.

#### ARTICLE 8.

##### Job Steward

The EMPLOYER recognizes the right of the UNION to designate a job steward and seven (7) alternates.

The authority of the job steward and alternates will be as set forth in this Agreement.

Job stewards and alternates have no authority to take strike action or any other action interrupting the EMPLOYER'S business.

The EMPLOYER recognizes these limitations upon the authority of job stewards and their alternates, and shall not hold the UNION liable for any unauthorized acts. The EMPLOYER in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event any steward has taken unauthorized strike action, slowdown, or work stoppage in violation of this Agreement.

When requested by the EMPLOYER to have a conference with the shop stewards he shall be accompanied by one alternate steward.

#### ARTICLE 9.

##### Hours of Work

The EMPLOYER agrees to schedule each employee for eight (8) hours of work each day and for forty (40) hours of work each week, Monday through Friday inclusive.

The EMPLOYER reserves the right to change the hours of work under the following conditions: The EMPLOYER shall give the UNION at least one (1) week notice. Such notice shall identify the work or project to be undertaken and the employees who will be required to work and shall be for a minimum period of five (5) days.

The EMPLOYER shall allow a one-half (1/2) hour unpaid lunch period each day.

The EMPLOYER agrees to allow a paid one-half (1/2) hour lunch period whenever an employee is required to work ten (10) consecutive hours and an additional one-half (1/2) hour lunch period for each subsequent four (4) hours of work. In cases of emergency work (i.e., snow storms) the employee will be entitled to a lunch period every four (4) hours.

The EMPLOYER agrees to compensate employees with a meal allowance of five dollars (\$5.00) for each overtime lunch period or a hot meal. This meal allowance will be increased to six dollars (\$6.00) beginning January 1, 1984.

The EMPLOYER shall allow a paid fifteen (15) minute break once during each four (4) hour work period.

The EMPLOYER agrees to guarantee an employee a minimum of three (3) hours work or pay in lieu thereof at the applicable premium rate of pay whenever an employee is called in to work outside of his regularly scheduled hours of work, call in shall be rotated.

The EMPLOYER agrees to guarantee an employee a minimum of four (4) hours of work or pay in lieu thereof at the applicable premium rate of pay whenever such employee is required to report to work on either a Saturday, Sunday or a holiday.

There shall be no compensatory time off. Each employee shall be paid for overtime worked at his appropriate rate and as provided in the premium pay section

#### ARTICLE 10.

##### Premium Pay

The EMPLOYER agrees to pay premium wages in accordance with the following rules:

One and one-half (1-1/2) times the straight time hourly rate shall be paid for:

1. All hours spent in the service of the EMPLOYER in excess of eight (8) hours in any twenty-four hour period.

2. All hours spent in the service of the EMPLOYER prior to the scheduled starting time.

3. All hours spent in the service of the EMPLOYER on any Saturday so long as the Employee worked or was paid for the previous five (5) days.

4. All time spent in the service of the EMPLOYER on any Sunday.

5. All paid for absences count as time worked in computing premium pay.

6. All hours spent in the service of the EMPLOYER on any holiday in addition to eight (8) hours straight time.

Opportunity to earn premium pay shall be rotated with the intention to achieve equalization of premium pay earnings within

each class of work, provided the employee is qualified to perform the overtime assignment.

Double time shall be paid for all work in excess of eight (8) hours on the following holidays: Thanksgiving, Christmas and New Years.

#### ARTICLE 11.

##### Grievance Procedure

A grievance is hereby defined to be any controversy, complaint, misunderstanding, or dispute.

Employees shall have the right to have a UNION representative present during discussion of any grievance with representatives of the EMPLOYER.

Any grievance arising between the EMPLOYER and the UNION or any employee(s) represented by the UNION shall be settled in the following manner:

STEP 1. The aggrieved employee or employees must present the grievance to the First Line Supervisor through the Shop Steward within ten (10) working days after knowledge of the grievance or the reason for the grievance has occurred, except that no time limit shall apply in case of violation of wage provisions of this Agreement. If a satisfactory settlement is not reached with the First Line Supervisor within ten (10) working days, the grievance may be appealed to STEP 2. Such appeal must be made within ten (10) working days.

STEP 2. The UNION Business Representative shall then take the matter up with a representative of the EMPLOYER with authority to act upon such grievance. A decision must be made within ten (10) working days. If a satisfactory settlement is not reached an appeal to STEP 3 may be taken. Such appeal must be made within ten (10) working days.

STEP 3. If no satisfactory settlement can be agreed upon, the matter may be referred to the Federal Mediation and Concilia-

tion Service for arbitration. After the Service submits a list of Arbitrators to the UNION and the EMPLOYER, they shall reply with their preferred selection no later than ten (10) working days after receipt of such list.

The Arbitrator shall be limited to violations of the Agreement and shall not have the authority to amend or modify this Agreement or establish new terms or conditions under this Agreement. The Arbitrator shall determine any question of arbitrability.

A mutual settlement of the grievance pursuant to the procedures set forth herein and/or a decision of the Arbitrator will be final and binding on all parties and the employees involved.

The expense of the Arbitrator selected or appointed shall be borne equally by the EMPLOYER and the UNION.

The Local UNION, or its authorized representative shall have the right to examine the time sheets and any other records pertaining to the computation of compensation of any individual or individuals whose pay is in dispute or records pertaining to a specific grievance.

The UNION will provide all information available to it to the EMPLOYER which pertains to the grievance during STEPS 1 and 2 of the grievance procedure.

The procedures set forth herein may be invoked only by an authorized representative of the EMPLOYER or the UNION.

If the EMPLOYER or UNION fails to comply with the award of the Arbitrator or with the procedures of this Article, the other



party shall have the right to take all legal action to enforce compliance.

ARTICLE 12.

Vacations

Vacation entitlement shall be based on the employee's anniversary date of employment and will be adjusted as of January 1 of each year.

Vacation pay shall be based on an employee's forty (40) hours straight time pay period.

<u>TOTAL EMPLOYMENT SENIORITY</u>	<u>VACATION ENTITLEMENT</u>
Less than one (1) year	One (1) day/month up to ten (10) days
One (1) to five (5) years	Ten (10) work days
Six (6) to ten (10) years	Twelve (12) work days
Eleven (11) years to fifteen (15) years	Fifteen (15) work days
Sixteen (16) years to twenty (20) years	Eighteen (18) work days
Twenty-one (21) years to twenty-five (25) years	Twenty (20) work days
Twenty-five (25) years plus	Twenty-five work days

Vacation may be scheduled throughout the calendar year.

Preference for selection shall be awarded employees in the order of greatest total employment seniority in the bargaining unit.

In the event a holiday named in this Agreement falls during an employee's vacation period, such employee shall receive an additional day's vacation with pay.

In the event a death occurs in an employee's immediate family or the employee becomes hospitalized during the vacation period, the remaining vacation time shall be cancelled and rescheduled at the employee's request. The EMPLOYER may request proof substantiating death or hospitalization.

Ten (10) days vacation time from any given year may be held over to the following year at the option of the employee only.

The EMPLOYER shall grant vacation in half (1/2) day units up to a maximum of five (5) full days upon three (3) days notice to the EMPLOYER.

### ARTICLE 13.

#### Safety

The EMPLOYER shall not require, direct or assign any employee to work under unsafe or hazardous conditions. The employee upon discovering an unsafe or hazardous condition will immediately tell the foreman. The foreman will either determine and advise how the work can be performed safely or will stop the work.

In the event the employee disagrees with the decision of the foreman as to the safety of the working conditions, the foreman will notify the Department Supervisor who will make the final decision.

The EMPLOYER shall not require employees to take out on the streets or highways any vehicle that is not in safe operating condition.

The decision on whether a vehicle is in safe operating condition will be made by the Department Mechanic.

ARTICLE 14.

Notification to the Union

The EMPLOYER will provide the names and other information on all employees to the Union on forms to be provided by the Union.

ARTICLE 15.

Working at Different Rates

An employee assigned to a classification with a higher rate of pay at the beginning of the day will be paid an additional \$3.00 for the day worked. If assigned for one-half (1/2) day the employee shall receive \$1.50 for the half-day worked.

ARTICLE 16.

Management Rights

The EMPLOYER shall retain all rights of management as provided by law or pertaining to its operation, except as such rights are limited or modified by the provisions of this Agreement.

ARTICLE 17.

Rates of Pay

Employees will be classified in accordance with a job

description and shall be paid not less than the minimum for such classification in accordance with the table of job classifications and Rates of Pay for such job classification as shown on Schedule "D", which is attached hereto and made part of this Agreement.

Employees individual rates of pay will be listed on Schedules A, B and C which are attached hereto and made part of this Agreement.

#### ARTICLE 18.

##### Job Classification Sheets

The EMPLOYER will prepare and make available to the UNION Job Classification Sheets describing the principal functions of each job classification covered by this Agreement and any new classifications coming under this Agreement.

#### ARTICLE 19.

##### Pay Day

All employees will be paid by check semi-monthly on the 15th and last day of each month.

#### ARTICLE 20.

##### Sick Leave

Employees with one (1) or more years employment shall be entitled to fifteen (15) sick leave days at the beginning of each calendar year without loss of pay.

Employees with less than one (1) year employment shall be entitled to 1-1/4 sick leave days for each month worked.

Unused sick leave days shall be accumulated from year to year without maximums.

When an employee resigns in good standing or is terminated through no fault of his/her own after ten (10) years or more service with the County, the employee shall receive payment for one-third (1/3) of his/her accumulation of unused sick leave days carried over from the previous calendar year. The employee shall also receive payment for one-twelfth (1/12) of the sick leave days credited to him/her at the beginning of his/her termination year for each full month worked during said year, provided the employee had not already used such time. For the purpose of this policy, if an employee's last day worked is on or after the 15th of a given month, he/she shall receive credit for said month. If, after computing one-third (1/3) of an employee's accumulation of unused sick leave days there is less than one-half (1/2) day remaining, the employee shall not receive credit for this.

An employee who resigns not in good standing or who is terminated as a result of disciplinary action shall not receive payment for any accumulation of unused sick leave days, regardless of his/her number of years of service with the County.

In the event of death of an employee, the employee's survivor, estate, or administrator shall receive payment for the employee's unused sick leave time, regardless of the number of years of service the employee had had with the County, computed in the

same manner as it is for an employee who resigns in good standing after ten (10) years or more of service.

When an employee retires, the employee shall receive payment for one-half (1/2) of his/her accumulation of unused sick leave days carried over from the previous calendar year, regardless of the number of years of service the employee had with the County. The employee shall also receive payment for one-twelfth (1/12) of the sick leave days credited to him/her at the beginning of his/her retiring year for each full month worked during said year, provided the employee had not already used such time. For the purpose of this policy, if an employee's last day worked is on or after the 15th of a given month, he/she shall receive credit for said month. If, after computing one-half (1/2) of an employee's accumulation of unused sick leave days, there is less than one-half (1/2) day remaining, the employee shall not receive credit for this.

#### ARTICLE 21.

##### Health Care Insurance Program

The EMPLOYER shall provide each employee the following Health Care Insurance with dependent coverage.

- A. Comprehensive Hospital Insurance
- B. Comprehensive Surgical Insurance
- C. Diagnostic Insurance
- D. Major Medical
  - 1. \$100 deductible
  - 2. 80-20 co-insurance

3. \$50,000 maximum with following riders:

(a) A Dental Plan will be provided for employees only.

The EMPLOYER agrees to pay the full cost for the above described Health Care Insurance Program.

ARTICLE 22.

Group Insurance and Pension

Each employee shall be enrolled for all benefit entitlements provided within the Public Employee Retirement System.

Pension benefits shall be based on regular wages and longevity pay.

ARTICLE 23.

Uniforms

The EMPLOYER shall provide four (4) sets of uniforms to the employees which uniforms will be required to be worn and maintained by the employee. The uniforms will be replaced every two (2) years by the EMPLOYER. Uniform will be replaced in accordance with a standard wear and tear policy.

Each employee will receive \$50.00 towards the purchase of safety shoes. This amount will be increased to \$55.00 in 1984.

Mechanics will be provided five (5) sets of uniforms and mechanics and equipment operators will have the option of replacing up to two (2) sets of uniforms with coveralls.

Work gloves will be provided when needed.

ARTICLE 24.

Military Leave

Employees enlisting or entering the Military or Naval Service of the United States, pursuant to the provisions of the Universal Military Training and Service Act and amendments thereto, shall be granted all rights and privileges provided by the Act.

Upon return from Military Service Leave, an employee shall resume all former employment service credits together with such improvements as such employee would have gained had Military Service not been entered, so that in no event will employment service credit status be less than that provided by applicable Government Laws and Regulations.

ARTICLE 25.

Jury Duty

An employee who is called to Jury Duty shall immediately notify the EMPLOYER.

An employee shall not be required to report back for work on any day in which court is attended for Jury Duty Service, regardless of the employee's shift.

The EMPLOYER agrees to pay the employee eight (8) hours straight time pay for each day on Jury Duty Service.

ARTICLE 26.

Funeral Leave

The EMPLOYER agrees to grant an employee up to five (5)



working days leave with pay as funeral leave with full pay when a death occurs in the employee's immediate family.

The employee's immediate family is considered to include: Spouse, Children, Brother, Sister, Parents, Parents-in-law, Brother-in-law, Sister-in-law, Grandchildren, Grandparents or Step-or-Half Relations of employee or spouse.

The EMPLOYER may request submission of proof.

#### ARTICLE 27.

##### Special Licenses

The EMPLOYER shall pay the fee for the grant or renewal of any special licenses, which the employee is required by law to have in the performance of the duties and responsibilities specified in the job classification.

#### ARTICLE 28.

##### Suspension or Revocation of License

In the event an employee shall suffer a suspension or revocation of his chauffeur's license because of a succession of size and weight penalties, caused by the employee complying with his EMPLOYER'S instructions to him, the EMPLOYER shall provide employment for such employee at not less than his regular earnings at the time of such suspension for the entire period thereof subject however to the seniority and lay-off provisions applicable to him at the time of such suspension.

ARTICLE 29.

Compensation Claims

The EMPLOYER agrees to cooperate toward the prompt settlement of employee on-the-job injury claims when such claims are due and owing as required by law. The EMPLOYER shall provide Worker's Compensation protection for all employees or the equivalent thereof if the injury arose out of or in the course of employment.

In the event that an employee is injured on the job, the EMPLOYER shall pay such employee guaranteed wages, for that day lost because of such injury. 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 of pay for the balance of the regular shift or overtime guaranteed on that day. An employee who has returned to regular duties after sustaining a compensable injury who is required by the Worker's Compensation doctor to receive additional medical treatment during regularly scheduled working hours shall receive regularly hourly rate of pay for such time.

ARTICLE 30.

Protection of Rights

An employee shall not be required to cross any picket line involving a labor dispute with a private employer.

ARTICLE 31.

Separability and Saving Clause

If any Article or Section of this Agreement or of any Supplements or Riders thereto should be held invalid by operation or law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and any Supplements or Riders thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

ARTICLE 32.

Maintenance of Standards

All past practices not specifically modified by this Agreement shall continue in full force and effect.

ARTICLE 33.

Seniority

There shall be two forms of seniority:

- A. Bargaining Unit Seniority
- B. Classification Seniority

Bargaining Unit Seniority shall be defined to mean a total of all periods of employment within a particular classification.

Classification Seniority shall be defined to mean the total

of all permanent periods of employment within a particular classification.

Bargaining Unit Seniority shall prevail in all matters where a preference may be exercised except as otherwise provided for in this Agreement.

#### Structure of the Bargaining Unit

The Bargaining Unit shall be divided into three (3) departments; namely:

- (1) Road Department
- (2) Bridge Department
- (3) Garage

#### Promotions

A promotion is hereby defined as a move from a lower pay grade to a higher pay grade.

Notice of all permanent job vacancies shall be posted on all bulletin boards and will include job title, labor grade, a brief description of job duties and associated skills required. The posting period shall be ten (10) work days.

All bids shall be made in writing to the EMPLOYER.

Only those employee(s) who bid for the job during the posting period shall be considered for the job.

The opportunity to fill job vacancies shall be offered in the following sequence:

First, to the most senior qualified employee(s) in the department where the vacancy exists. If there are none, then

Second, to the most senior qualified employee(s) in the

remaining departments. If there are none, then

Third, new hires.

The EMPLOYER agrees to the principle that all job vacancies should be filled from within the bargaining unit before filling the jobs with new hires.

An employee who is promoted to a higher position shall receive the rate of the new job classification. All employees so promoted shall be placed on the higher rated job for a trial period of thirty (30) days. In the event the employee does not successfully pass this thirty (30) day trial period, such employee shall be given his former position without any loss of seniority or pay.

The UNION and the employee will be kept advised of the progress made in learning the new assignment. The employee will be given every assistance to successfully meet the requirements of the job.

Classification service shall be determined by length of residence in the classification beginning with the date of entry.

#### Demotions

Whenever the EMPLOYER reduces the number of employees within a given classification, the employee demoted shall be the employee with the least classification seniority.

Demotions shall be restricted to classifications within the department where the surplus exists.

Employees demoted shall have recall rights to any future vacancy in the classification they formerly held. Such recall rights shall have preference to any bid on a posted vacancy. Recall rights shall be listed when the offer to return is refused.

#### ARTICLE 34.

##### Layoffs and Recall

The EMPLOYER may reduce the working force. In such event, the following procedure shall apply:

1. Employees shall be laid off in the order of least total employment seniority, regardless of classification or department.

2. Notice of such layoffs will be given at least thirty (30) days before the scheduled layoff.

3. A laid off employee shall have preference for re-employment for a period of two (2) years.

4. The EMPLOYER shall rehire laid off employees in the order of greatest employment seniority. The EMPLOYER shall not hire from the open market while any employee has an unexpired term of preference for re-employment and can do the work.

5. Notice of re-employment to an employee who has been laid off shall be made by registered or certified mail to the last known address of such employee. Once notified, an employee shall have three (3) days to send notice of his intent to return to work and ten (10) days to return to work.

ARTICLE 35.

Loss of Seniority

An employee shall lose seniority rights only for any one of the following reasons:

- (1) Voluntary resignation.
- (2) Discharge for just cause.
- (3) Failure to return to work within the prescribed period upon recall as provided in the layoff and recall provisions of this Agreement.
- (4) Continuous layoff beyond recall period for re-employment outlined in this Agreement.

ARTICLE 36.

Holidays

The EMPLOYER agrees to pay such employee eight (8) hours pay without working for each of the following holidays:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Election Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	Thanksgiving Day
Good Friday	Friday after Thanksgiving
Memorial Day	Christmas Eve
Independence Day	Christmas Day
Labor Day	

Any holiday which falls on Saturday shall be celebrated the preceding Friday.

Any holiday which falls on Sunday shall be celebrated the following Monday.

When County offices are closed during snowstorms or inclement weather during which time represented employees are required

to work, such employes shall be granted equivalent time off with pay.

#### ARTICLE 37.

##### Personal Days of Absence

Employees will be granted four (4) Personal Days of Absence with pay in each year.

Employees will be granted one (1) Personal Day of Absence with pay for every three (3) months worked.

Employees will give forty-eight (48) hours advance notice as to which days will be taken, except in the case of emergency.

Employees shall not be required to state any reason in using personal days of absence entitlement.

#### ARTICLE 38.

##### Economics

All employees shall be entitled to receive salary increases according to the following terms:

1. All employees on the payroll as of the date of any general increase shall receive such increase.

2. No increase shall increase an employee's rate of pay beyond the maximum for such classification as set forth on Schedule D.

3. All new employees shall be hired at no less than the minimum rate set forth on Schedule D, except that new employees may receive the probationary rate during their probationary period. In the event the employee receives a probationary rate, he shall be increased to the minimum rate upon completion of his probationary period.



The following increases shall be implemented during the term of this Agreement.

Effective:

As of January 1, 1982	A general increase of \$1,000
As of January 1, 1983	A general increase of \$1,000
As of January 1, 1984	A general increase of \$1,000

ARTICLE 39.

Termination Clause

This Agreement shall be in full force and effect from January 1, 1982 to and including December 31, 1984 and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals this                      day of                      1982 to be effective as of January 1, 1982.

FOR THE EMPLOYER

FOR THE EMPLOYEES

By: Vernon A. Noble  
Director, Board of Chosen  
Freeholders, Somerset County

Attest: Margaret A. Piscina  
Clerk of the Board

By: John Buefornich

SCHEDULE A  
1982 SALARIES

LIBRARY  
Institute of Management and  
Labor Relations  
MAR 16 1982  
RUTGERS UNIVERSITY

NAME

Equipment Operator

Adams, J.	17,070
Cortelyou, F.	18,295
Frank, C.	15,313
Groza, D.	13,478
Ingraham, N.	17,627
Lucker, D.	14,295
Resta, F.	14,634
Sibilia, T.	19,057
Snyder, K.	14,932
Tosco, J. Sr.	16,648
VanHecke, G. Jr.	13,747
Westlake, J.	16,056
Wetzel, J.	13,922

Bridgeworker

Cappola, M.	11,411
Evans, R.	17,183
Hartmann, J.	18,397
Healy, M.	14,487
Krempecki, T.	17,030
Miller, M.	12,161
Ruggini, S.	13,622
Stantostefano, R.	12,611
Snyder, R.	10,611
Willis, F.	12,161

Mechanic

Cocciolillo, J.	16,417
Kyle, F.	13,478
Matis, S.	16,417
Mathews, R.	16,140
Robinson, N.	18,593
Schultz, N.	15,412
Smith, D.	13,478
Winchatz, T.	14,122

Schedule A - 1982 Salaries

NAME

Roadworker

Allaire, M.	9,487 (Prob. 1/18/82-4/18/82)	9,987
Adams, N.	16,806	
Bailey, D.	9,987	
Baumstark, J.	9,987	
Backer, G.	10,787	
Byrne, S.	11,537	
Chernesky, F.	14,422	
Clemente, A.	10,787	
Colucci, M.	12,978	
Cullins, B.	10,487	
DeLucas, J.	17,037	
Dowling, J.	11,987	
Evans, J.J.	14,422	
Evans, M.	9,987	
Fagan, S.	9,987	
Fowler, K.	9,987	
Gossh, K.	10,487	
Hand, J.R., Jr.	15,654	
Hardgrove, M.	11,537	
Hill, B.	11,987	

Kavanagh T.	9,487 (Prob. 1/1/82-3/1/82)	9,987
Klingel, R.	10,787	
Kornacivich, T.	12,978	
Kouflie, J.	15,656	
Layton, J.	12,978	
Lella, J III	10,787	
Reigle, R.	10,737	
Sommers, J. III	10,610	
Squitieri, J.	12,111	
Ward, J.	13,560	
Zackeru, G.	10,487	

Mechanic Helper

Frederick, D.	9,987	
Hartobey, J. Sr.	9,487 (Prob. 1/1/82- 3/21/82)	9,987
Hunt, F.	9,487 (Prob. 1/1/82- 2/2/82)	9,987
Moore, S.	10,487	
Murphy, E.	11,987	
Niles, M.	9,487 (Prob. 1/7/82- 4/7/82)	9,987

Schedule A - 1982 Salaries

NAME

Partsperson

Karczowski, J. 12,487

Garage Attendant

Dombey, D. 11,946  
Reinmann, F. 19,022

SCHEDULE B

1983 SALARIES

NAME

Equipment Operator

Adams, J.	18,070
Cortelyou, F.	19,295
Frank, C.	16,313
Groza, D.	14,478
Ingraham, N.	18,627
Lucker, D.	15,295
Resta, F.	15,634
Sibilia, T.	20,057
Snyder, K.	15,932
Tosco, J. Sr.	17,648
Vanllecke, G. Jr.	14,747
Westlake, J.	17,056
Wetzel, J.	14,922

Bridgeworker

Cappola, M.	12,411
Evans, R.	18,183
Hartmann, J.	19,397
Healy, M.	15,487
Krempecki, T.	18,030
Miller, M.	13,161
Ruggini, S.	14,622
Stantostefano, R.	13,611
Snyder, R.	11,611
Willis, F.	13,161

Mechanic

Cocciolillo, J.	17,417
Kyle, F.	14,478
Matis, S.	17,417
Mathews, R.	17,140
Robinson, N.	19,593
Schultz, N.	16,412
Smith, D.	14,478
Winchatz, T.	15,122

Schedule B - 1983 Salaries

NAME

Roadworker

Allaire, M.	10,948
Adams, N.	17,806
Bailey, D.	10,987
Baumstark, J.	10,987
Backer, G.	11,787
Byrne, S.	12,537
Chernesky, F.	15,422
Clemente, A.	11,787
Colucci, M.	13,978
Cullins, B.	11,487
Delucas, J.	18,037
Dowling, J.	12,987
Evans, J.J.	15,422
Evans, M.	10,987
Fagan, S.	10,987
Fowler, K.	10,987
Gossh, K.	11,487
Hand, J.R., Jr.	16,654
Hardgrove, M.	12,537
Hill, B.	12,987

Kavanagh T.	10,987
Klingel, R.	11,787
Kornacivich, T.	13,978
Kouflie, J.	16,656
Layton, J.	13,978
Lella, J III	11,787
Reigle, R.	11,737
Sommers, J. III	11,610
Squitieri, J.	13,111
Ward, J.	14,560
Zackeru, G.	11,487

Mechanic Helper

Frederick, D.	10,987
Hartobey, J. Sr.	10,987
Hunt, F.	10,987
Moore, S.	11,487
Murphy, E.	12,987
Niles, M.	10,987

Schedule B - 1983 Salaries

NAME

Partsperson

Karczewski, J. \_\_\_\_\_ 13,487

Garage Attendant

Dombey, D. \_\_\_\_\_ 12,946  
Reinmann, F. \_\_\_\_\_ 20,022

SCHEDULE C

1984 SALARIES

NAME

Equipment Operator

Adams, J.	19,070
Cortelyou, F.	20,295
Frank, C.	17,313
Groza, D.	15,478
Ingraham, N.	19,627
Lucker, D.	16,295
Resta, F.	16,634
Sibilia, T.	21,057
Snyder, K.	16,932
Tosco, J. Sr.	18,648
VanHecke, G. Jr.	15,747
Westlake, J.	18,056
Wetzel, J.	15,922

Bridgeworker

Cappola, M.	13,411
Evans, R.	19,183
Hartmann, J.	20,397
Healy, M.	16,487
Krempecki, T.	19,030
Miller, M.	14,161
Ruggini, S.	15,622
Stantostefano, R.	14,611
Snyder, R.	12,611
Willis, F.	14,161

Mechanic

Cocciolillo, J.	18,417
Kyle, F.	15,478
Matis, S.	18,417
Mathews, R.	18,140
Robinson, N.	20,593
Schultz, N.	17,412
Smith, D.	15,478
Winchatz, T.	16,122



Schedule C - 1984 Salaries

NAME

Roadworker

Allaire, M.	11,948
Adams, N.	18,806
Bailey, D.	11,987
Baumstark, J.	11,987
Backer, G.	12,987
Byrne, S.	13,537
Chernesky, F.	16,422
Clemente, A.	12,787
Colucci, M.	14,978
Cullins, B.	12,487
DeLucas, J.	19,037
Dowling, J.	13,987
Evans, J.J.	16,422
Evans, M.	11,987
Fagan, S.	11,987
Fowler, K.	11,987
Gossh, K.	12,487
Hand, J.R., Jr.	17,654
Hardgrove, M.	13,537
Hill, B.	13,987

Kavanagh T.	11,987
Klingel, R.	12,787
Kornacivich, T.	14,978
Kouflie, J.	17,656
Layton, J.	14,978
Lella, J III	12,787
Reigle, R.	12,737
Sommers, J. III	12,610
Squitieri, J.	14,111
Ward, J.	15,560
Zackeru, G.	12,487

Mechanic Helper

Frederick, D.	11,987
Hartobey, J. Sr.	11,987
Hunt, F.	11,987
Moore, S.	12,487
Murphy, E.	13,987
Niles, M.	11,987

Schedule C - 1984 Salaries

NAME

Partsperson

Karczewski, J. \_\_\_\_\_ 14,487

Garage Attendant

Dombey, D. \_\_\_\_\_ 13,946  
Reinmann, F. \_\_\_\_\_ 21,022

SCHEDULE D

		<u>Probationary Rate</u>	<u>Minimum Rate</u>	<u>Maximum Rate</u>
1. Equipment Operator	1982	10,797	11,297	19,057
	1983	10,797	11,297	20,057
	1984	12,797	13,297	21,057
2. Bridgeworker	1982	10,111	10,611	18,397
	1983	10,111	10,611	19,397
	1984	11,111	11,611	20,397
3. Mechanic	1982	10,111	10,611	18,593
	1983	10,111	10,611	19,593
	1984	11,111	11,611	20,593
4. Roadworker	1982	9,487	9,987	17,037
	1983	9,487	9,987	18,037
	1984	10,487	10,987	19,037
5. Mechanic Helper	1982	9,487	9,987	11,987
	1983	9,487	9,987	12,987
	1984	10,487	10,987	13,987
6. Partsperson	1982	9,487	9,987	12,487
	1983	9,487	9,987	13,487
	1984	10,487	10,987	14,487
7. Garage Attendant	1982	8,946	9,446	13,766
	1983	8,946	9,446	14,766
	1984	9,946	10,446	15,766