

Middlesex

Business Administration
12-05

AGREEMENT

between

Edison Township of

THE TOWNSHIP OF EDISON

DEPARTMENT OF PUBLIC WORKS

and

DISTRICT #65, U.A.W.

January 1, 1984

to

December 31, 1985

X

FEB 19 1985

~~FD 500~~

2/19/85
V.A. D65
Army Dept

~~James A. ...~~
George A. ...
Richard W. Walker
Markit ... D65
Harry A. ...
Joseph A. ...
Roger ...

FD 150 N

~~James A. ...~~
~~George A. ...~~
~~Richard W. Walker~~
~~Markit ...~~

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AGREEMENT made this 19th day of February, 1985

by and between the Township of Edison, hereinafter called the "Employer" and District 65, U.A.W., 455 Green Street, Woodbridge, New Jersey 07095, hereinafter called the "Union" for and on behalf of itself, its members now employed or hereinafter to be employed by the Employer and collectively designated as Employees.

ARTICLE I - RECOGNITION

Section 1. The Township of Edison hereby recognizes the Union as the sole and exclusive bargaining agent for all Employees now employed or to be employed in the Water and Sewer Departments, excluding supervisory, office, and clerical employees of the Township of Edison in all those matters specifically provided for herein pertaining to wages, hours, and conditions of employment.

Section 2. The bargaining unit shall consist of all Edison Township Water and Sewer Department Employees, excluding supervisory, clerical, and office employees of the Township of Edison.

Section 3. Wherever used herein, the term "Employees" shall mean and be construed as only referring to Edison Township Water and Sewer Department Employees covered by this agreement.

ARTICLE II - UNION SECURITY

Section 1. The Township of Edison agrees that it will give effect to the following forms of Union security.

All present Employees who are members of the Union on the effective date of this Agreement shall remain members of the Union in good standing, provided said members agree that they wish to join the Union and maintain membership.

Section 2. It is agreed that at the time of hiring, the Township of Edison will inform newly hired employees who fall within the bargaining unit that they may join the Union thirty one (31) calendar days thereafter. However, the said newly hired employees may be discharged without cause for a period of ninety (90) days from the date of employment.

Section 3.

CHECK OFF OF UNION DUES

a. The Employer hereby agrees to deduct from the wages of Employees by means of a check-off the dues uniformly required by the labor organization pursuant to the provisions of the N.J.S. 52:14-15.9E. The Employer, after receipt of written authorization from each individual Employee, agrees to deduct from the salaries of said Employees their monthly dues and initiation fees. Such deductions shall be made from every pay for the fifty two (52) weeks of the year in equal deductions.

b. For Employees who have not signed and submitted to the Township a written authorization allowing the deduction of regular union dues,

ARTICLE II - UNION SECURITY (con't)

initiation fees, and assessments, the Township shall deduct from the wages of such employees 85% (eighty-five) of the union dues, initiation fees, and assessments to the extent allowed under New Jersey law. Such deduction shall be made in the last pay day of the month and shall be forwarded to the Union no later than the tenth day of the following month. The normal monthly dues applicable to employees covered under this Agreement as of its effective date is 1 3/4% of the employee's salary.

The Union agrees to indemnify and save the Township harmless from any suit or liability arising because of action taken or not taken by the Township pursuant to this Article.

ARTICLE III - GRIEVANCE PROCEDURE

Section 1. A grievance shall be a claim made by an Employee that said Employee has been harmed by the interpretation or application of this agreement.

Section 2. A grievance to be considered under this procedure must be initiated in writing within ten (10) calendar days from the time when the cause for the grievance occurred, and the procedures following shall be resorted to as the sole means of obtaining adjustment of the grievance.

Section 3.

PROCEDURE

a. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be a waiver of further appeal of the decision.

b. The grievance, when it first arises, shall be taken up orally between the Employee, the Shop Steward, and the Supervisor. The Supervisor shall within five (5) working days thereafter given an oral or a written decision on the grievance.

c. If no satisfactory settlement is reached during the first informal conference, then such grievance shall be reduced to writing and the Shop Steward shall serve the same upon the Employer. Within three (3) working days thereafter, the grievance shall be discussed between the Director of the respective Department involved and a representative of the Union.

ARTICLE III - GRIEVANCE PROCEDURE (con't)

A written decision shall be given to the Union within three (3) working days thereafter.

d. If the decision given by the Director of the respective Department involved to the Union does not satisfactorily settle the grievance, the Union shall notify the Business Administrator within three (3) working days of its desire to meet with the Department Head, who shall meet with a representative of the Union within five (5) working days after receipt of such notice by the Business Administrator. A written decision shall be given to the Union within three (3) working days thereafter.

e. If the decision given by the Department Head does not satisfactorily settle the grievance, the Union shall notify the Business Administrator within three (3) working days of its desire to meet with the Mayor, who shall meet with a representative of the Union within five (5) working days after receipt of such notice by the Business Administrator. A written decision shall be given to the Union within five (5) working days thereafter.

f. In the event the grievance is not satisfactorily settled by the meeting between the Mayor and the representative of the Union, then both parties agree that within ten (10) calendar days either party may request the New Jersey State Public Employment Relations Commission to aid them in the selection of an arbitrator, according to the rules and regulations of that Commission, who shall have full power to hear and determine the dispute and the Arbitrator's decision shall be final and binding.

ARTICLE III - GRIEVANCE PROCEDURE (con't)

Section 4. The Arbitrator shall have no authority to change, modify, alter, substitute, add to, or subtract from the provisions of this agreement. No dispute arising out of any questions pertaining to the renewal of this Agreement shall be subject to the arbitration provisions of this Agreement.

Section 5. The cost of the arbitration, other than the costs incurred individually by the parties in the preparation and presentation of their cases to the arbitrator, shall be shared equally by the Employer and the Union.

Section 6. It is clearly understood by the parties that the Employer may file a grievance concerning the application and interpretation of this Agreement. If said grievance cannot be resolved through negotiations with the Union and the Employer's representative, it shall be submitted to the New Jersey Public Employment Relations Commission for arbitration.

ARTICLE IV - SENIORITY

Section 1. The Employer shall establish and maintain a seniority list of employees, names and dates of employment from date of last hire on a Department basis, with the Employees with the longest length of continuous and uninterrupted Department service to be placed at the top of said seniority list. The name of all employees with shorter length of continuous service shall follow the name of such senior employee, in order, until the name of the Employee with the shortest length of service appears at the foot of the list. The seniority of each Employee shall date from the Employee's date of last hiring with the Employer.

Section 2.

PROBATIONARY PERIOD

- a. The first ninety (90) working days of employment for all new Employees shall be considered an orientation period.
- b. During the aforementioned orientation period, the Employer may discharge such Employee for any reason whatsoever. An Employee discharged during his orientation period shall not have recourse to the grievance procedure as set forth in this agreement. The Employer shall have no responsibility for the re-employment of newly engaged orientation period employees if they are dismissed during the orientation period.

Section 3.

JOB VACANCIES, NEW JOBS CREATED

- a. If new jobs are created or if permanent vacancies occur, of fourteen (14) days duration in a higher rated position, the Employer shall

ARTICLE IV - SENIORITY (con't)

determine the qualifications required for the position and shall determine which, if any, of the applicants meet the qualifications. The most senior of those determined to be qualified shall be deemed the successful bidder. If an Employee is dissatisfied with the determination of the Employer, said Employee may institute a meeting with the Department Head within three (3) calendar days after notification of the selection is made; however, the decision of the Department Head involved is final and binding upon the parties.

b. The Employer agrees to post a notice of such new job or vacancy on the bulletin board for a period of three (3) working days. Such notice shall contain the job title, a description of the job, the rate, and when the job will be available. Employees interested, in order to be eligible, must sign the notice. Preference will be granted on the basis of seniority, provided the applicant has the necessary skill and ability to perform the work required. However, all other department employees are eligible to bid.

c. If a bidder is a successful applicant, said Employee will be notified by a notice placed on the bulletin board within five (5) working days after the expiration of the three (3) working days required under Section 4b. above.

d. Any Employee so selected to fill such job shall be granted a trial period of up to ninety (90) working days. If it shall be determined by the Employer at any time after the first ten (10) working days of the trial period that the promoted Employee is not qualified to discharge the duties of the position to which said Employee was promoted, the Employee shall resume the former position held or a position equivalent thereto.

ARTICLE IV - SENIORITY (con't)

The Employee shall receive the rate for the job as of the day that person begins the trial period. If removed from the position during or at the end of the trial period, the Employee shall receive the rate of the position to which said Employee is assigned.

Section 4. Supervisors will not perform work normally performed by Employees of the Bargaining Unit except in an emergency or for the purpose of training.

Section 5.

PROCEDURES FOR PROMOTION TO A HIGHER UNION JOB

1. Have knowledge and be able to apply it to said job
2. Trial period of up to ninety (90) working days

ARTICLE V - HOLIDAYS

Section 1. The Employer guarantees to all Employees within the bargaining unit, the following holidays with full pay for eight (8) hours at the Employee's regular straight time rate of pay, though no work is performed on such days:

New Year's Eve (1/2 day)	Labor Day
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 (1/2 day)
Independence Day	Christmas Day

Section 2. Employees who work on any of the above holidays shall be paid for such work at two and one-half times the Employee's regular rate, which shall include the holiday pay. The two and one-half rate will continue for each additional hour. To be eligible for holiday pay, said Employee must work the scheduled work day after the holiday unless the day is an excused day with pay, or there are extenuating circumstances to be stated in writing.

Section 3. If a holiday falls on Saturday or Sunday, it may be celebrated and compensated accordingly on the day preceding or the day following such holiday at the discretion of the Employer.

ARTICLE V - HOLIDAYS (con't)

Section 4. If a holiday falls within the vacation period of an Employee, the Employee shall receive pay for same or an additional day of vacation at the discretion of the Employer. If the Employee is required to forfeit such holiday falling within a vacation period, the said Employee shall have the right, upon adequate notice to the Employer, to refuse the holiday pay and to take a work day off, not during said Employee's vacation period, nor the day before or the day after a holiday and suffer no loss in pay.

ARTICLE VI - VACATIONS

Section 1. The Employer agrees to grant to all Employees within the bargaining unit vacations with pay in accordance with the following schedule, which will become effective January 1, 1984:

<u>Length of Service</u>	<u>Vacations Per Year</u>
1st year	1 day per month not to exceed ten (10) days
2nd thru 5th year	12 days
6th thru 9th year	16 days
10th year	20 days
After 10th year	1 day vacation for every year of service thereafter

Section 2. The Employer agrees that in the event an Employee voluntarily leaves the employ of the Employer before the vacation period, the Employee shall be compensated for any accrued vacation time that may be due said Employee in accordance with the above schedule.

Section 3. The vacation schedule shall be drafted by the Employer on or before April 1 of each year and posted on the bulletin board. In preparing the vacation schedule, the Employer shall endeavor to assign vacations on the basis of department seniority of its Employees. It is specifically agreed, however, that the assignment of all vacations shall be determined by the Employer with due regard to its efficient operation.

ARTICLE VI - VACATIONS (con't)

Section 4. Vacations shall be taken during the regular vacation period between January 1 and December 31 inclusive.

If vacation is not taken in calendar year, the Employee may carry over vacation earned for an additional year.

ARTICLE VII - LEAVES

Section 1.

LEAVE OF ABSENCE WITHOUT PAY

a. Upon making timely application, Employees may apply to the Employer for a leave of absence without pay for a period not exceeding ninety (90) days without loss of seniority rights. Extension for such a leave may be granted or denied. Such a leave may be granted to Employees who are temporarily or physically handicapped or incapacitated to such an extent that they are unable to perform their duties.

b. Leaves may also be granted to attend an approved school with a course of study designed to increase an Employee's usefulness upon return to service.

c. A leave of absence will not be granted to Employees as a matter of convenience or temporary advantage to such Employees by reason of place of work, hours of work, or increased compensation. Employees seeking leave of absence without pay shall submit such a request in writing, stating the reasons why the leave is desired and the expected return to duty date.

Any employee leaving a position prior to receiving such written authorization by the respective Department Head involved shall be deemed to have left said position and abandoned such job title. Further, such an act shall be considered a resignation from the employment of the Employer.

Section 2.

PAID SICK LEAVE

a. Thirteen (13) days paid sick leave each year shall be granted to all Employees and the same shall be cumulative from year to year. Upon

ARTICLE VII - LEAVES (con't)

retirement, Employees shall be paid one hundred percent (100%) of all unused sick days.

b. The Department Head may require any said Employee to present a doctor's statement or other proof of illness.

c. The Township agrees to pay full wages to Employees on Workmen's Compensation, and to charge Employees with sick days during this period.

It is understood that the Employee will endorse the compensation checks to the Township of Edison upon receipt of said checks. At that time, the Employees sick day record will be adjusted.

Section 3.

PERSONAL LEAVE DAYS

a. An Employee is entitled to a total of no more than four (4) personal leave days with pay for the transaction of personal business. Personal days with pay require prior approval of the Employer and are subject to manning needs of said Employer.

b. Personal leave days with pay may be withheld on the day before or the day following any paid holiday or vacation period except in extenuating circumstances.

Section 4.

BEREAVEMENT LEAVE PAY

a. Employees will be granted four (4) working days off with pay at the Employee's straight time rate in the event of the death of the Employee's spouse or child, and four (4) working days in the event of the death of any other member of the immediate family defined as parent, parent-in-law, step-

ARTICLE VII - LEAVES (con't)

parent, child, sister, brother, grandparents, or other members of the Employee's household. The Employer reserves the right to verify the legal relationship of the family member to the Employee.

b. Employees shall be granted one (1) day off, the day of the funeral, without loss of pay, for the funeral of any other relative.

Section 5.

JURY DUTY

An Employee who is called to Jury Duty shall be paid eight (8) hours straight time pay for scheduled working time lost; however, the Employee shall be required to give prior notice to the Employer of said Employee's call for Jury Duty. If Jury Duty pay should be raised beyond the present rate, such increase shall be deducted from the above eight (8) hours straight time pay paid by the Employer.

Section 6.

Each Employee is entitled to two (2) hours off with pay once a month for the purpose of going to the dentist.

ARTICLE VIII - WELFARE AND PENSION BENEFITS

Section 1.

a. The Employer agrees to provide and cover all Employees within the bargaining unit, including their dependents, with the District #65 Medical Plan. Cost of such plan will be 13 1/4% of Employee's wage up to \$15,000 maximum effective December 31, 1984, and employee's wage up to \$20,000 maximum effective January 1, 1985.

b. Establish an Education Fund which shall be 1/2% of Employee's base wage to a maximum of \$15,000 per year payable separately to the Education Fund in the year 1984. In the year 1985, the Fund shall be 1/2% of Employee's base wage to a maximum of \$20,000 per year payable separately to the Education Fund.

Section 2. All Employees shall be provided with the following items at no cost to the Employee:

- a. Two (2) pair of ankle top safety shoes (work) per year. One (1) pair regular work shoes and the second pair to be insulated boots.
- b. Work gloves will be provided as needed.
- c. During the contract years of 1984 and 1985, each Employee will be provided with \$425 each year with which to purchase uniforms on a voucher system. Payments will be made in April of each year.
- d. Other protective clothing and equipment which, in the opinion of the Employer and the Union, is necessary to perform the job.
- e. Each Employee will receive \$75 personal clothing maintenance allowance to be paid by voucher on or about July 1 of each year.

Section 3.

A Safety Commission will be established in each department and will meet monthly with the Employer's Safety Commission to fulfill the needs of the Employees.

Section 4.

The Employer hereby agrees that a residency requirement is not necessary for employment.

ARTICLE IX - DISCHARGE

An Employee shall not be discharged except for just and sufficient cause, except that newly engaged Employees during their orientation period will be subject to dismissal for any cause whatsoever. The Union shall be notified of the discharge of any Employee, except an Employee during an orientation period, at the time of such discharge and such notification shall set forth the reason for said discharge.

ARTICLE X - GENERAL

Section 1. It is agreed that the parties hereto will continue their practice of not discriminating against any Employee because of race, color, creed, religion, nationality, or sex, and further, that no Employee shall be discriminated against or interfered with because of legal Union activities.

Section 2. The Employer shall provide reasonable bulletin board space for the posting of official Union notices.

Section 3. The Employer will exercise diligent effort to promote Employees from within the Department when an opening exists.

Section 4. The Employer will implement a weekly pay schedule for the Employees of this bargaining unit as soon as practical.

Section 5. The Employer shall under no circumstances loan out tools, such as water shut off keys.

ARTICLE XI - CLASSIFICATION AND WAGE RATES

Years of Service

For year in which completes 2 years	2.5%	3.0%
For year in which completes 4 years	3.0%	3.5%
For year in which completes 6 years	3.5%	4.0%
For year in which completes 8 years	4.0%	4.5%
For year in which completes 10 years	4.5%	5.0%
For year in which completes 12 years	5.0%	5.5%
For year in which completes 14 years	5.5%	6.0%
For year in which completes 16 years	6.0%	6.5%
For year in which completes 18 years	6.5%	7.0%
For year in which completes 20 years	7.0%	7.5%

Section 1. Separation from the service of the Employer may result from voluntary resignation of the Employee, or by the termination of said Employee's service by the appropriate Department Head.

Section 2. Employees who resign will tender their resignations in writing at least two (2) weeks prior to the effective date of resignation, in order to provide sufficient time for appointing and breaking in the successor.

Section 3. Termination of a full-time Employee's services can only be accomplished after such recommendation in writing has been referred to, reviewed, and approved by the appropriate Department Head.

ARTICLE XI - CLASSIFICATION AND WAGE RATES (con't)

Section 4. All Employees will, when leaving the services of the Employer, complete and sign the "Termination Receipt" when receiving their final compensation. This receipt will be filed in the Employee's Personnel History File as evidence of the satisfaction of all claims against the Employer.

Section 5.

SEVERANCE PAY

In the event of separation from employment through termination of service, except for cause, the following terms governing severance pay shall apply when related to length of service.

<u>Service</u>	<u>Pay</u>
1 year to 5 years of service	1 day pay for each year of service
5 years to 10 years of service	1 day pay for each year of service
Over 10 years of service	20 working days

The terms of this section shall not apply to part-time or temporary Employees with the express understanding that under no circumstances shall severance pay be granted to Employees who are discharged for cause or who quit and terminate their own employment of their own volition.

ARTICLE XII - HOURS OF WORK AND OVERTIME

Section 1. The normal work week shall be from Monday to Friday, both inclusive, and shall comprise five (5) days of eight (8) hours each. Chief, Senior, and Junior Pump House Operators will be required on a scheduled basis to work four (4) hours on Saturday and four (4) hours on Sunday. Compensation will be made at the rate of one and one-half (1 1/2) times the regular hourly rate for Saturday work and two (2) times the regular hourly rate for Sunday work.

Section 2. Any work performed beyond eight (8) hours in any one day of the normal work week shall be considered overtime and be compensated for at one and one-half (1 1/2) times the regular hourly rate of pay.

Any work performed on the sixth (6th) day of the Employee's normal work week shall be compensated for at the rate of one and one-half (1 1/2) times the regular hourly rate of pay and all work performed on the Sunday of the Employee's normal work week shall be considered overtime and shall be compensated for at two (2) times the regular hourly rate of pay.

In the event of a Water or Sewer Emergency, any employee in that Department shall go to the next level of overtime rate if he works beyond six (6) consecutive hours of overtime. In addition, such employees shall be entitled to \$5 in dinner money and \$3 in breakfast money on emergency breaks. Entitlement will start at 5:30 p.m. and every 5 hours thereafter.

ARTICLE XII - HOURS OF WORK AND OVERTIME (con't)

Section 3. Employees called to work prior to the start of their normal shift shall be paid overtime for any such time worked, but such overtime payment shall not apply to any of the hours of the normal shift.

Section 4. The Employer shall notify the Employees of any Saturday or Sunday work not later than the end of the shift on Thursday of that week only if such Saturday or Sunday work is scheduled prior to the end of the shift on Thursday.

Section 5. Overtime shall be distributed equally as practical among the Employees qualified and capable of performing the work available, except that an Employee shall not be removed from a job the said Employee has been performing on that day in order to provide such equitable distribution of overtime.

Section 6. In the event an Employee is called back to work after the conclusion of a normal work shift, or if he is detained after conclusion of his normal work shift, the Employee will be entitled to a minimum of four (4) hours pay at the overtime rate.

Section 7. Except in case of emergency or in the event of performance on an assigned job, no seasonal, part-time or CETA employees shall perform in excess of forty (40) hours per week the duties of Employees in the bargaining unit, nor shall seasonal, part-time or CETA employees be hired or retained if regular permanent Employees are on a temporary lay-off due to a reduction in force.

ARTICLE XIII - MANAGEMENT RIGHTS

Section 1. Management shall have the right to determine all matters concerning the management and administration of various Divisions of the Department of Public Works of the Township of Edison to include but not be limited to:

1. The right to direct the work force
2. To fire and discharge for cause, inefficiency, incompetence and other good and sufficient reasons
3. To determine manning levels and the number of employees required for a specific job assignment
4. To determine its own negotiating team and administrators
5. To determine its own procedures for the verification of sick time
6. To determine qualifications for employment in the Township
7. Subcontracting and reorganization decisions
8. To determine performance evaluation criteria
9. To determine reduction or expansion of facilities, equipment and supplies, and delivery services to the public
10. To determine job assignments and transfers
11. To determine promotion criteria and make productivity studies.

Section 2. No lock-out of employees shall be instituted by the municipal employer during the terms of this agreement. The Union agrees that during the terms of this Agreement, neither the Union nor its officers, employees or members will engage in, encourage, sanction, support or suggest any strikes, work stoppages, boycotts, slowdowns, mass resignations, mass absenteeism, picketing or any other similar actions which would involve the suspension of, or interference with the normal work of the municipality. In the event that Union

ARTICLE XIII - MANAGEMENT RIGHTS (con't)

members participate in such activities in violation of this provision, the Union shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties. Any Employee participating in these prohibited activities may be disciplined by the municipal Employer.

ARTICLE XIV - FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been subject to negotiations. During the terms of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XV - DURATION OF AGREEMENT

This Agreement shall become effective January 1, 1984 and shall continue in full force and effect until December 31, 1985.

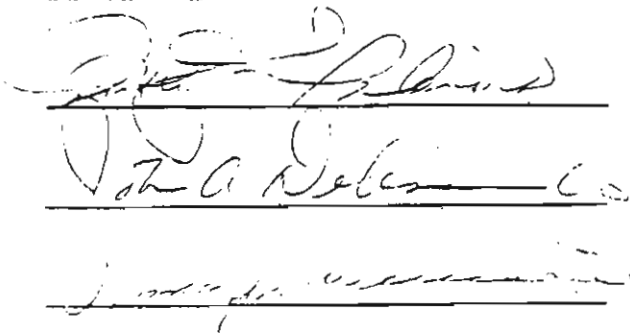
This Agreement shall automatically renew itself from year to year thereafter, unless either of the parties is given notice in writing at least sixty (60) days prior to the expiration date to change or modify or terminate this Agreement. In such cases, the parties shall endeavor to negotiate a new Agreement within sixty (60) days prior to the expiration of this Agreement.

Except as set forth above, all provisions of the collective bargaining agreement between the parties remain unchanged.

In Witness Whereof, the parties hereto have caused these presents to be signed by their duly authorized officers:

TOWNSHIP OF EDISON

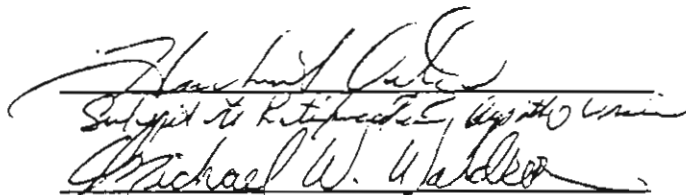
DEPARTMENT OF PUBLIC WORKS



John A. DeLeon

DISTRICT 65

UNITED AUTO WORKERS OF AMERICA


Subject to Ratification by the Union
Michael W. Walden

Thomas L. Ellmyer

Harry F. Morgan

Joseph A. Pinter

Roger L. Pinter

APPENDIX I

<u>Job Title</u>	<u>1984</u>	<u>1985</u>
Sewer Maintenance Man	\$ 8.60	\$ 9.30
Sewer Pump House Operator	9.35	10.10
Chief Pump Operator	10.60	11.45
Senior Sewer Pump Operator	10.02	10.82
Sewer Equipment Operator (Meyers)	9.35	10.10
Water Utility Maintenance Man	8.60	9.29
Water Senior Meter Setter	8.97	9.69
Water Truck Driver	8.97	9.69
Senior Water Utility Maintenance Man	9.26	10.00
Water Pump House Operator	9.35	10.10
Senior Water Pump House Operator	9.62	10.39
Water Equipment Operator	9.35	10.10
Senior Chief Storekeeper	9.35	10.10

Pay includes .05 each year for hazard pay. The 1982 pay includes 14 cents for all except Chief Pump Operator and Senior Sewer Pump Operator.

Employees for the year 1984 shall receive a wage increase of seven (7) percent. For the year 1985, they shall receive a wage increase of eight (8) percent.

CONTRACT AMENDMENT

Article IV - Seniority - Section IV

As written in the 1982-1983 contract to be added to this agreement.

J. J. [unclear]
C. [unclear]