

EMPLOYMENT AGREEMENT

BETWEEN

THE TOWNSHIP OF LAWRENCE

AND

**THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 63, AFL-CIO, LOCAL 2476**

JANUARY 1, 2022 TO DECEMBER 31, 2025

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PREAMBLE

This four-year Agreement made and entered into this 28th day of July, 2022, by and between the TOWNSHIP OF LAWRENCE, in the County of Mercer, a Municipal Corporation in the State of New Jersey (hereinafter referred to as the "Township"), and Local 2476, Council 63 of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the "Union"), represents the complete and final understanding on all bargainable issues between the Township and the Union and is designed to maintain and promote a harmonious relationship between the Township and such of its employees who are covered by Section 1, Recognition, in order that more efficient and progressive public service may be rendered. This Agreement will expire on the 31st day of December 2025.

SECTION 1
RECOGNITION

The Township recognizes the Union as the bargaining agent for the purpose of collective negotiations of all employees whose titles are set forth in Section 5.2 hereafter, but excluding managerial executives, confidential employees and all other supervisory employees within the meaning of the New Jersey Public Employer-Employee Relations Act, and all other employees of the Township of Lawrence.

SECTION 2
MANAGEMENT RIGHTS

It is recognized that there are certain functions, responsibilities and rights exclusively reserved to the public employer, among which are the direction and operation of the Public Works Department, the types of work to be performed, the work assignments of employees, the machinery, tools and equipment to be used, shift schedules, hours of work, the making and enforcing of rules and regulations for discipline and safety of its employees. Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

SECTION 3
HOURS AND OVERTIME

Section 3.1

The normal workweek shall consist of five (5) consecutive days of eight (8) hours per day, Monday through Friday, inclusive, for a total of forty (40) hours per week. Lunch break shall be forty-five (45) minutes, with a morning break of fifteen (15) minutes and no afternoon break. All breaks are to be determined by a supervisor.

Section 3.2

Time-and-one-half (1-1/2) the employee's regular rate of pay shall be paid for work under any of the following conditions:

- a) DAILY – All work performed in excess of eight (8) hours in any workday; or
- b) WEEKLY – All work performed in excess of forty (40) hours; or
- c) ALL work performed on the Saturday of any workweek

Section 3.3

Double-time the employee's regular rate of pay shall be paid for work under the following conditions:

- a) ALL work performed on the Sunday of any workweek; or
- b) ALL work performed in excess of sixteen (16) hours continued until a full eight (8) hour break occurs; or
- c) Employees working holidays will receive a day's pay plus a day's pay for the holiday, except for work performed on Thanksgiving Day and Christmas Day (December 25th) where compensation will be double-time plus a day's pay.

Section 3.4

Overtime opportunities will be distributed as equally as possible among employees in the same job classification and department. It is understood that nothing in this clause shall require payment for overtime hours not worked.

Section 3.5

The employer shall provide meals for employees working overtime through a regularly scheduled mealtime on condition that the employee is called in on an emergency basis before his starting time and works through the regular breakfast hours or through the regular evening meal.

Section 3.6

Any employee who is required to report to work during periods other than his regularly scheduled shifts shall be paid at the rate of time-and-one half (1½) his regular rate of pay for such hours worked and be guaranteed four (4) hours pay at the overtime rate unless it is contiguous to the normal work day. If said hours worked are contiguous to the normal work day, then pay at the overtime rate will be granted only for the actual hours worked in addition to the regular work day. In all other instances, subject to the approval of the supervisor, an employee shall have the option whether he shall remain on the job in excess of that time actually needed to complete the work for which he was recalled provided, however, that he shall not be entitled to successive minimum four (4) hours guarantees should he be recalled within that same four (4) hour period, in the event the employee is allowed off duty prior to the completion of four (4) hours of work.

Section 3.7

In the event that all non-essential personnel are told not to report to work or are dismissed early during normal business hours, employees covered by this agreement who work during the emergency conditions for the period time was granted off will receive compensatory time on an hour-for hour basis.

Section 3.8

No employee may accrue compensatory time in excess of fifty (50) hours. No employee shall carry over compensatory time in excess of fifty (50) hours from a prior year. Compensatory time shall be paid out at the rate in which it is earned.

SECTION 4
WAGE SCHEDULE

Section 4.1

Effective January 1, 2022 employees hired on or before December 31, 2013 and covered by this Agreement shall receive a wage increase of 0% over base salary in 2022. This is due to the change in steps and salary guide, and there will be no Cost of Living increase for 2022. There is a \$2,500 increase to each Step and Step 1 is deleted. Effective January 1, 2023, employees hired on or before December 31, 2013 and covered by this Agreement shall receive a wage increase of 2.25% over base salary. Effective January 1, 2024, employees hired on or before December 31, 2013 and covered by this Agreement shall receive a wage increase of 2.25% over base salary. Employees hired on or before December 31, 2013 shall be compensated per the "Salary Schedule Appendix 2" and attached to this Agreement. Employees hired on or after January 1, 2014 shall be compensated per the "Salary Schedule Appendix 2-A" and attached to this Agreement. Effective during this contract, all employees covered by this Agreement shall move on the appropriate "Step" guide in accordance with their hire date and position of employment and applicable "Salary Schedule". No service credit will be earned for purposes of upward movement on the "Step" guide for calendar year 2010.

Section 4.2

The following schedule (see Appendix 2) represents the minimum and maximum salaries for all Civil Service classifications with this unit in accordance with the salary plan and increment system.

Section 4.3

New employees shall be employed at the minimum salary unless the Municipal Manager determines that the needs of the service or employee experience warrants a higher compensation.

Section 4.4

All title upgrades must be negotiated with the Union. All requests for title upgrades must go through the Union.

Section 4.5

Seasonal employees shall not work more than four (4) months per year. Exceptions may be made where it is necessary to complete the summer work schedules.

Section 4.6

Seasonal employees may not be hired above the salary of a bargaining unit member holding the same job title.

SECTION 5
HEALTH AND RETIREMENT BENEFITS

Section 5.1

The Township agrees to provide health insurance for all employees and their dependents.

a) Effective in the first pay period of January 2014 all employees that receive Township provided health benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78, P.L. 2011. Said contribution rates shall be the minimum amounts upon reaching the final level of contribution toward health and prescription premiums by the employee. All employees hired on or after January 1, 2014, shall contribute based upon the year four rates specified by said law and to be made an Appendix to a successor Agreement. Said rates of contribution shall become the base amount.

b) The Township is presently a participant in the New Jersey State Health Benefits Plan ("SHBP"). The Township may not force employees into particular plans within the SHBP or into plans in the event of a new health benefit plan administrator. The Township reserves the right to change from the SHBP to another health insurance carrier or plan administrator. Benefit changes made to the individual SHBP are not subject to negotiation nor the responsibility of Lawrence Township to be maintained at the same level as were provided previous to any change in benefits. All changes to individual health benefit plans within the SHBP are the responsibility of the employee.

c) Should an employee choose to opt-out of the health and prescription coverage pursuant to the policies and procedures established by the Township the employee shall not be responsible or required to contribute toward health and prescription coverage premium as required by Section 5.1 a. of this Agreement.

d) All employees and all retirees that retire on or after December 31, 2014, that choose an employer sponsored health plan which premium triggers an excise tax on a plan in accordance with the Affordable Care Act, then the cost of the excise tax will be the responsibility of the employee requiring a contribution in the amount of the excise tax in addition to the contribution required by Chapter 78 for all employees and retirees or for contributions required by retirees in accordance with the terms of the collective bargaining agreement.

Section 5.2

a) The Township agrees to provide retirement benefits in accordance with applicable New Jersey statutes that would apply to eligible retired employees that had an original hire date of December 31, 2009, or prior. Employees hired on or after January 1, 2010, shall not be entitled to post retirement health benefits.

b) Any employee that retires on or after February 2, 2014, and is eligible for post-retirement health care benefits shall contribute no less than one percent (1%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that is eligible for post-retirement health and prescription benefits that retires on or after February 2, 2015, shall contribute no less than one and one-half percent (1.5%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that is eligible for post-retirement health and prescription benefits that retires on or after February 2, 2016, shall contribute no less than two percent (2%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that has not obtained twenty (20) years of credited pension service as of June 28, 2011, shall contribute through the withholding of the contribution from the monthly retirement allowance, or make a direct payment to the Township if the New Jersey Division of Pension and Benefits is not able to withhold a contribution, toward the cost of health care benefits coverage for the employee in retirement and dependent coverage. The retirement allowance and any

future cost of living adjustments thereto, shall be used to identify the percentage of the cost of coverage. Contribution rates/percentages shall be in accordance with Appendix "A-1", "A-2", and "A-3". The applicable amount will be paid on a monthly basis to the Township by the retiree. Each retiree shall supply proof of pension benefits. All contributions are in addition to the required excise tax contribution required by the Affordable Health Care Act and language in 5.1 d.

Section 5.3

The Township agrees to provide a drug prescription program for eligible employees and their dependents. Employees will be required to contribute to the cost of prescription coverage as provided in Section 5.1 a. of this Agreement.

Section 5.4

The Township will pay fifty percent (50%) on an approved dental plan for employees and their families and reserves the right to choose the insurance carrier for these programs. Employees shall have an option to participate in the program.

Section 5.5

The Township will pay for a life insurance policy in the amount of seven thousand five hundred dollars (\$7,500) for a natural death and will increase to twelve thousand five hundred dollars (\$12,500) in the event of an accidental death. The Township reserves the right to choose the insurance carrier to this program.

Section 5.6

Post-retirement health benefits will be provided through the New Jersey State Health Benefit Plan. Retirees qualify under the following conditions:

- a) Disability retirement
- b) Qualifying retirement with at least 25-years in a state-approved pension system and at least 10-years with Lawrence Township.
- c) Service retirement at age 62 or older with at least 15-years' service with Lawrence Township.

- d) Above periods of eligibility of post-retirement health care coverage will not be applicable to employees hired on or after January 1, 2010. Employees hired on or after January 1, 2010, shall not be eligible for post-retirement benefits.

The limit of post-retirement coverage is as follows:

- a) Retirement under age 55, Township pays for coverage for ten-years from date of retirement for retiree and dependents.
- b) Retirement between ages 55 and 60, Township pays for coverage until age 65 for retiree and dependents.
- c) Retirement between ages 60 and 65, Township pays for coverage until age 65 for retiree and dependents and pays for coverage for only retiree for a period of 5-years from date of retirement. (Example: Employee retires on 63rd birthday, Township pays coverage cost for retiree and dependent to age 65 and pays coverage cost for retiree only until 68th birthday.)
- d) Retirement at age 65 or older, Township pays for coverage for 5-years from date of retirement for retiree only.
- e) Above periods of eligibility of post-retirement health and prescription care coverage will not be applicable to employees hired on or after January 1, 2010.

Section 5.7

The Township will pay \$250 annually per employee toward the cost of an eye exam, eyeglasses, contact lenses or a physical examination. Should the employee elect not to use this coverage, one member of the employee's family (spouse or children) may be reimbursed (Proof to be submitted to the Township) up to \$250 for a physical eye exam/eyeglasses or contact lenses per year if there is no other source of health insurance available to cover the service as detailed above.

Section 5.8

Married employees where both parties are employees or retirees of the Township of Lawrence shall be covered for health benefits under one policy. No duplicate coverages.

SECTION 6
PAID LEAVES OF ABSENCE

Section 6.1

In the event of death in the employee's immediate family, the employee shall be granted time off without loss of pay from the date of death or the day of the funeral, but in no event shall said leave exceed four (4) consecutive working days per incident, except in a case where the funeral is more than four (4) consecutive working days after the day of death, in which case the day of the funeral shall be granted with pay, or in the case of spouse or child, in which case said leave shall not exceed fifteen (15) consecutive working days per incident.

Section 6.2

The term "immediate family" includes wife, husband, daughter, son, father, mother, brother, sister, grandchildren, mother-in-law, father-in-law or a relative who is regularly living in the employee's household.

Section 6.3

In the event of the death of an employee's grandmother, grandfather, aunt, uncle or cousin, the day of the funeral will be granted as time off without loss of compensation unless the relative permanently resided in the employee's household.

Section 6.4

Notwithstanding the content of the foregoing subparagraph, the Municipal Manager, in his sole discretion, may grant special consideration in those situations which are not covered by the above circumstances.

Section 6.5

Any employee who is disabled because of occupational injury or occupational illness shall be granted a leave of absence with full pay. Any amount of salary or wages paid or payable to such an employee for workmen's compensation shall be reduced by the amount of workmen's compensation paid under the New Jersey Workmen's Compensation Act. Such

leave shall be limited to a maximum of six (6) months from the date of injury or illness or until workmen's compensation payments terminate, whichever is sooner. Thus, any employee covered by this leave will receive no more than his normal weekly salary payment.

Section 6.6

Employees returning from authorized leave of absence as set forth above will be restored to their original job classification or comparable job, if budgetary or policy decisions have eliminated the original job, at the then appropriate rate of pay with no loss of seniority or other employee rights, privileges or benefits. Employees returning from a leave in excess of five (5) consecutive days for a health related issue may be required to obtain clearance to return to work from the Township selected medical professional. Said medical exam will be at the expense of Lawrence Township.

Section 6.7

All full-time permanent, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay based upon their aggregate years of service. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used for short periods for the attendance of the employee upon the member of the immediate family who is seriously ill.

Section 6.8

The minimum sick leave with pay shall accrue to any full-time employee on the basis of one working day per month during the remainder of the first calendar year of employment and fifteen (15) working days in every calendar year thereafter. Any amount of sick leave allowance not used in a calendar year shall accumulate to the employee's credit from year-to-year to be used if and when needed for such purpose. Any employee that is charged for sick hours in excess of the hours that the employee is entitled to will have the excess hours automatically charged to available "Personal Leave" hours available per Section 6.12 of this Agreement.

Section 6.9

If an employee is absent for reasons that entitle him to sick leave, his SUPERVISOR SHALL BE NOTIFIED PRIOR TO THE EMPLOYEE'S STARTING TIME, or in conformance with department regulations.

Section 6.10

The appointing authority may require proof of illness of employee on sick leave, whenever such requirements appear reasonable. Abuse of sick leave shall be cause for disciplinary action. In the case of leave of absence due to exposure to contagious disease, a certificate from the Health Department shall be required.

Section 6.11

An employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to attend Union conventions. The Union shall designate no more than two (2) employees to attend training sessions. The designated employees may rotate among the members, but in no instance may the aggregate number of days for excuse sessions exceed the maximum permitted days as included in this Section. The time allocated for paid attendance at such conventions, seminars and educational conferences shall not exceed ten (10) days.

Section 6.12

Every employee shall be entitled to three (3) days with pay each calendar year for personal leave for the following reasons:

- a) Religious observances
- b) Doctor or dental appointments
- c) Marriages or births
- d) All other legal or personal affairs that must take place during working hours
- e) Employee's birthday

The Municipal Manager shall promulgate procedural guidelines for taking personal leave. All employees shall be compensated for those personal days not utilized at straight time pay in the following calendar year. Requests for personal days, even when requested on the morning of date requested, will not be unreasonably denied. An employee who has either utilized or had excess sick or excess vacation hours charged to their available Personal Leave hours shall have their pay docked for the amount of excess hours used or charged.

Section 6.13

Upon retirement of any employee hired prior to December 31, 2009, in accordance with applicable statutes and regulations, said employee shall be entitled to a lump sum cash payment in an amount equal to fifty percent (50%) of his accumulated sick leave provided, however, that said payment shall in no event exceed the sum of fifteen thousand dollars (\$15,000). Upon retirement employees hired on or after January 1, 2010, in accordance with applicable statutes and regulations, shall be entitled to a lump sum cash payment in an amount equal to twenty-five (25%) of accumulated sick leave provided, however, that said payment shall in no event exceed the sum of ten thousand dollars (\$10,000). Upon retirement employees hired on or after January 1, 2014, in accordance with applicable statutes and regulations shall not be entitled to any payment toward or for accumulated sick leave. The amounts specified above based on the hiring date of the employee shall not exceed the established maximum amounts but shall be reduced if required by Statute. Full-time employees shall be entitled to terminal leave payment upon retirement provided that the employee shall furnish proof of retirement to the Township. The form of this proof shall be in the form of a copy of the employee's first retirement check or electronic funds transfer/direct deposit from the Public Employee Retirement System (PERS).

Section 6.14

- a) All permanent employees or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.
- b) Sick leave may be utilized by employees in accordance with NJSA 4A:6-13.
- c) The Family and Medical Leave Act of 1993 and/or The New Jersey Family Leave Act provisions will govern as applicable.

SECTION 7
NON-PAID LEAVES OF ABSENCE

Section 7.1

The Township will grant leaves of absence to two (2) employees, not more than one (1) from any Division, to accept full time Union employment. Sixty (60) days notice shall be given to the Township by an employee requesting such leave. Said leave shall not exceed twelve (12) months.

Section 7.2

All other leaves of absence without pay shall be at the discretion of the Township.

Section 7.3

Employees returning from authorized leaves of absence, as set forth above will be restored to their original job classification. If budget or policy decisions have eliminated the original job then the employee will be placed in a comparable job at the then appropriate rate of pay, with no loss of seniority or other employee rights, privileges or benefits. Sick leave and vacation leave and longevity credits shall not accrue with exception of those on military leave.

SECTION 8

SENIORITY

Section 8.1

Seniority is defined as an employee's total length of service with the Township beginning with his date of hire.

Section 8.2

In all applications of seniority where ability to perform work and physical fitness are equal, seniority shall be given preference in promotions, demotions, layoffs, recall and vacation schedules, in accordance with the rules and regulations governing such matters as promulgated by Civil Service and applicable to municipalities.

Section 8.3

The Township shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the Union upon reasonable request.

Section 8.4

The Township shall promptly advise the appropriate Union representative of any changes which necessitate amendments to the seniority list.

Section 8.5

For the purpose of movement on the step guide, the employee anniversary date is the first of the month in which the employee was hired or, in the case of promotion, the first of the month in which the employee was promoted to his/her current title.

SECTION 9

HOLIDAYS

Section 9.1

The following dates are recognized paid holidays whether or not worked:

1	New Year's Day	9	Labor Day
2	Martin Luther King's Birthday	10	Columbus Day
3	Lincoln's Birthday	11	General Election Day
4	President's Day	12	Veteran's Day
5	Good Friday	13	Thanksgiving Day
6	Memorial Day	14	Day After Thanksgiving
7	Juneteenth	15	Christmas Day
8	Independence Day		

Section 9.2

In the event that a holiday falls on a weekend, the preceding Friday shall be observed as the holiday if the holiday falls on a Saturday, and the following Monday shall be observed as the holiday if the holiday falls on a Sunday. Holidays which fall within an employee's vacation period shall not be counted as part of his/her vacation.

Section 9.3

In order to be eligible for holiday pay, an employee must be on the active payroll of the Township and must have worked his full regularly scheduled workday before and after the holiday, unless such absence is authorized.

SECTION 10
EQUAL TREATMENT

Section 10.1

The Township agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, political affiliation, handicap, union membership or union activities.

SECTION 11
VACATION LEAVE

Section 11.1

The following vacation schedule shall apply:

Employment Period	Vacation
From date of appointment to December 31 st of the year of appointment	1 working day per month
For each succeeding year through the fifth (5 th) year of employment	12 working days per calendar year
From the sixth (6 th) year through the tenth (10 th) year of employment	15 working days per calendar year
From the eleventh (11 th) year through the fifteenth (15 th) year of employment	20 working days per calendar year
From the sixteenth (16 th) year of employment and each year thereafter	25 working days per calendar year
For employees hired on or after 1/1/07 From the sixteenth (16 th) year and each year thereafter	23 working days per calendar year
For employees hired on or after 1/1/2014 from the sixteenth (16 th) year and each year thereafter.	20 working days per calendar year

Section 11.2

If an employee is called back to work while on vacation, he shall be paid at the rate of twice his regular rate of pay for all hours worked and shall not lose vacation day or days.

Section 11.3

Unused vacation may be accumulated one-year beyond the calendar year in which it is earned, subject to the approval of the Municipal Manager. This approval will not be unreasonably denied.

Section 11.4

An employee who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year prorated upon the number of months worked in the calendar year.

Section 11.5

Whenever an employee dies, having to his credit any annual vacation leave, there shall be calculated and paid to his estate a sum of money equal to the compensation figured on his salary rate at the time of death.

Section 11.6

Vacation leave credits shall continue to accrue while an employee is on leave with pay. Credits shall not accrue while an employee is on leave without pay except military leave.

Section 11.7

Any employee that is charged for vacation hours in excess of the hours that the employee is entitled to will have the excess hours automatically charged to available "Personal Leave" hours available per Section 6.12 of this agreement.

SECTION 12
EQUAL PAY FOR EQUAL WORK

Any employee who performs work in a higher pay classification than his own for at least four (4) consecutive hours in any workday shall receive the rate of pay at the maximum of the new range for the period he/she worked in that range.

SECTION 13
CLASSIFICATIONS AND JOB DESCRIPTIONS

Section 13.1

The classification for employees covered by this Agreement is attached hereto as Appendix A and by reference is made part of this Agreement.

Section 13.2

If during the term of this Agreement the Township determines that new job descriptions and/or clarifications be established or that changes be made in existing job descriptions and/or classifications the parties agree that they will consult with a view to arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective. Should the parties fail to agree, the matter may be referred by the Township to the grievance procedure.

SECTION 14

DISCIPLINE

Section 14.1

No employee may be suspended for a period of more than five (5) days without first having a disciplinary hearing. Notice of such hearing, along with specifications shall be furnished to the employee with a copy to the Union President and to the Union Council office. The employee shall be entitled to representation at any such hearing by the Local Union President, Union Steward and Council Representative.

Section 14.2

The person initiating any such charges shall not be the presiding officer of a grievance.

Section 14.3

Any suspension of five (5) days or less may become the subject of a grievance.

Section 14.4

Any suspension in excess of five (5) days or any removal of an employee may be appealed to Civil Service or may be appealed to arbitration provided the Union supports the request for arbitration. The employee shall have ten (10) days from the date of receipt of final notice of disciplinary action to indicate his choice. His choice of either arbitration or Civil Service hearing shall be final and irrevocable.

Section 14.5

An employee covered by this Agreement that is absent without notice for five (5) consecutive work days shall constitute a resignation by that employee from their employment with Lawrence Township.

SECTION 15
GRIEVANCE PROCEDURE

Section 15.1

DEFINITION: The term "grievance" as used herein means any controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement and may be raised by an individual, the Union or the Township.

Section 15.2

Any grievance of an employee or of the Union shall be handled in the following manner:

STEP 1. The aggrieved employee and/or Union representative, or both, shall take up the grievance or dispute with the employee's immediate supervisor within five (5) working days after the occurrence of the event or knowledge thereof out of which the grievance arises. The immediate supervisor shall then attempt to adjust the matter and shall respond to the employee and Union representative within five (5) working days.

STEP 2. If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing by the Union representative to the Department Head within seven (7) working days after the immediate supervisor's response is due. The Department Head shall respond in writing to the Union President or his designated representative within seven (7) working days.

STEP 3. If the grievance still remains unadjusted, it shall be presented by the President or Union representative to the Municipal Manager in writing within fifteen (15) working days after the response of the Department Head is due. The Municipal Manager shall meet with all parties involved within fifteen (15) working days and shall render a decision in writing within ten (10) working days following such meeting.

STEP 4. If the grievance is still unsettled, the Union may, within fifteen (15) working days after the reply of the Municipal Manager is due, by written notice to the Municipal Manager, proceed to arbitration. The decision of the arbitrator shall be in writing and shall be rendered within thirty (30) days of such decision and shall be final and binding on both parties.

Section 15.3

The following procedure will be used to secure the services of an arbitrator:

- a) A representative of the Township and a representative of the Union will attempt to select a mutually satisfactory arbitrator.
- b) If they are unable to do so within ten (10) working days after the Municipal Manager was notified of the Union's decision to go to arbitration, a request will be made to the New Jersey Board of Mediation or to the American Arbitration Association.

Section 15.4

Where an employee has exercised his right of appeal as expressly granted in the Revised Civil Service Statutes of New Jersey, there shall be no right of arbitration under the provisions of this article.

Section 15.5

The Union will notify the Township in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. Such employees so designated by the Union will be permitted to confer with other Union representatives, employees and with Township representatives regarding matters of employee representation, during working hours without loss of pay provided, however, all employees shall secure the permission of their immediate supervisor, which permission shall not be denied.

SECTION 16
HEAT CLAUSE

Section 16.1

It is mutually agreed between the Township and the Union that when a heat index of eighty degrees (80°) is reached, no outside hot asphalt work will be performed in accordance with the Temperature-Humidity Index which is attached and marked as Appendix 1. It will be the responsibility of supervisory personnel to ascertain whether a T.H.I. of eighty degrees (80°) is reached. Furthermore, once this level is reached, work will continue until all remaining blacktop or other materials on loaded trucks have been placed. No additional trucks will be dispatched unless an unsafe condition would result in which case the supervisor and/or department head will only order enough material to rectify the dangerous condition.

SECTION 17

UNIFORMS

Section 17.1

The Township will contract with a uniform company to provide and maintain uniforms for all employees.

Section 17.2

All employees will be eligible for an annual shoe and sock allowance in the amount of two hundred dollars (\$200). The shoe and sock allowance shall include waterproofing materials and laces as part of the annual total. The shoe and sock allowance can be paid directly to a vendor or as reimbursement to the eligible employee with proof of purchase. Shoes to be purchased must be safety shoes.

SECTION 18
JOB POSTINGS

Section 18.1

Notice of all vacancies shall be posted on employee bulletin boards. Newly created positions, vacancies or promotional jobs shall be posted in the following matter:

Position Classification

Location (department, etc.)

Rate of Pay

Hours of Work

Person to Contact

SECTION 19
PROMOTIONS

Section 19.1

It shall be the policy of the employer to promote to supervisory positions from the ranks of employees covered by this Collective Bargaining Agreement whenever possible.

SECTION 20

LONGEVITY

Section 20.1

Each employee hired before January 1, 2013 and covered by this Agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013 with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31, 2013. Longevity shall be pensionable and included as part of the employee's regular pay.

Length of Service	
8 years	\$800
12 years	\$1,100
16 years	\$1,400
20 years	\$1,700
24 years	\$2,000
28 years	\$2,300

Any employee hired on or after January 1, 2014 and subject to this Agreement shall not be entitled to longevity pay.

Section 20.2

Longevity pay, as heretofore set forth, shall become effective January 1st or July 1st, the date nearest to the anniversary date of employment.

SECTION 21

TOOLS

Section 21.1

The Township agrees to replace at its cost any tools owned by mechanics of any title if those tools are worn out, lost or broken. New tools (not replacements) needed as a result of changes in technology, will be purchased and owned by the Township.

SECTION 22
TERM AND RENEWAL

Section 22.1

This Agreement shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred and fifty (150) days prior the budget submission date in the year of the expiration date of this Agreement, of a desire to change, modify or terminate this Agreement.

SECTION 23
DRUG TESTING

Drug testing policy applicable to all employees subject to this Agreement with mutually agreed language to be determined. A drug testing policy will only be implemented after an identical policy is applicable to the members of AFSCME, Council 73, Local 2257. The Supervisor Union CWA, Local 1031 and "non-affiliated" Lawrence Township employees has been authorized.

SECTION 24
SEVERABILITY AND SAVINGS

If any provision of this contract shall be adjudged invalid, said section shall be considered removed from the contract. Such adjudication shall not affect the validity of the remaining sections which shall be deemed severable there from.

SECTION 25


FULLY BARGAINED AGREEMENT

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 the subject of negotiations. During the term 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 parties at the time they negotiated or signed this Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals at Lawrence Township, New Jersey on the 28th day of July, 2022.

LOCAL 2476, COUNCIL 63.
AFSCME, AFL-CIO

TOWNSHIP OF LAWRENCE,
COUNTY OF MERCER



Robert Paterson
President Local 2476




Kevin P. Nerwinski, Esq.
Municipal Manager



Witness



Witness



Local 2476 Representative

APPENDIX 1
TEMPERATURE/HUMIDITY INDEX

Different combinations of heat and moisture in the air cause different sensations of comfort or discomfort in human beings. "Temperature/Humidity Index" is a term used by the Weather Bureau to express what this combined temperature/humidity effect has on the majority of people, although it is known that individual reactions vary considerably from person to person.

By extensive laboratory tests, "Temperature/Humidity Index" values have been established for each group of separate simultaneous air temperature and relative humidity readings which give equivalent feelings of comfort. The index can also be computed using wet bulb or dew point temperatures from which, in combination with the air temperature, relative humidities may be computed.

The "Temperature/Humidity Index" has a direct relationship with the level of comfort experienced by most people. Relatively few people in summer will be uncomfortable from heat and humidity while the Index reaches seventy-five (75). Almost everyone will be uncomfortable by the time the Index reaches seventy-nine (79), and discomfort becomes more acute as the index climbs still higher. Infrequently in some parts of the United States, the Temperature/Humidity Index values reach as high as ninety (90).

Several equations which may be used to compute Temperature/Humidity Index values are given below. The choice of the one used will depend on the observational data available.

$$\text{T.H.I.} = 0.4 (td + tw) + 15$$

$$\text{T.H.I.} = .55 td + .2 tdp + 17.5$$

$$\text{T.H.I.} = td - (0.55RH) (td - 58)$$

T.H.I. is Temperature/Humidity Index; td is dry bulb (air) temperature in Fahrenheit degrees; tw is wet bulb temperature in Fahrenheit degrees; tdp is dew point temperature in Fahrenheit degrees; RH is relative humidity expressed in decimals (e.g., 0.65 is used for 65%).

APPENDIX 2
SALARY SCHEDULE

Hired on or Before December 31, 2013

Hired on or after January 1, 2014

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

BLUE COLLAR GRADE, TITLE AND WAGE LISTING

flat increase
2,500

GRADE AND JOB TITLE	STEP	2021 1.02	2022	2023 1.0225	2024 1.0225	2025 1.0225
GRADE 1	4	37,366				
Building Service Worker	2	38,444	40,944	41,866	42,808	43,771
	3	39,533	42,033	42,978	43,945	44,934
	4	40,563	43,063	44,031	45,022	46,035
	5	41,592	44,092	45,084	46,099	47,136
	6	42,624	45,124	46,139	47,177	48,239
	7	43,655	46,155	47,194	48,256	49,342
	8	44,686	47,186	48,248	49,333	50,443
	9	45,717	48,217	49,302	50,411	51,545
	10	46,748	49,248	50,356	51,489	52,647
	11	47,778	50,278	51,409	52,566	53,749
	12	48,839	52,339	53,517	54,721	55,952
GRADE 2	4	38,830				
Laborer 1	2	40,137	42,637	43,596	44,577	45,580
	3	41,443	43,943	44,932	45,943	46,976
	4	42,749	45,249	46,267	47,308	48,372
	5	44,054	46,554	47,602	48,673	49,768
	6	45,360	47,860	48,937	50,038	51,163
	7	46,665	49,165	50,271	51,403	52,559
	8	47,971	50,471	51,606	52,768	53,955
	9	49,276	51,776	52,941	54,132	55,350
	10	50,583	53,083	54,277	55,498	56,747
	11	51,889	54,389	55,613	56,864	58,144
	12	54,504	57,004	58,286	59,598	60,939
GRADE 3	4	43,206				
Road Repairer 1	2	44,753	47,253	48,316	49,403	50,515
Maintenance Worker 2, Grounds	3	46,300	48,800	49,898	51,021	52,169
Tree Maintenance Worker 1	4	47,849	50,349	51,482	52,641	53,825
	5	49,398	51,898	53,066	54,260	55,481
	6	50,947	53,447	54,649	55,879	57,136
	7	52,495	54,995	56,232	57,497	58,791
	8	54,043	56,543	57,815	59,116	60,446
	9	55,591	58,091	59,398	60,735	62,101
	10	57,139	59,639	60,981	62,353	63,756
	11	58,687	61,187	62,564	63,972	65,411
	12	61,794	64,294	65,741	67,220	68,732

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

GRADE 4	4	38,830				
Maintenance Worker 1, Grounds	2	40,133	42,633	43,593	44,573	45,576
	3	41,436	43,936	44,925	45,936	46,969
	4	42,739	45,239	46,257	47,298	48,362
	5	44,042	46,542	47,589	48,660	49,755
	6	45,346	47,846	48,923	50,023	51,149
	7	46,650	49,150	50,258	51,387	52,543
	8	47,955	50,455	51,590	52,751	53,938
	9	49,259	51,759	52,924	54,115	55,332
	10	50,562	53,062	54,255	55,476	56,724
	11	51,864	54,364	55,587	56,838	58,116
	12	57,685	60,185	61,539	62,924	64,340
 GRADE 5	 4	 45,547				
Maintenance Repairer	2	47,117	49,617	50,733	51,874	53,042
	3	48,686	51,186	52,338	53,515	54,719
	4	50,255	52,755	53,942	55,156	56,397
	5	51,825	54,325	55,547	56,797	58,075
	6	53,393	55,893	57,151	58,437	59,751
	7	54,962	57,462	58,755	60,077	61,428
	8	56,530	59,030	60,358	61,716	63,105
	9	58,099	60,599	61,962	63,356	64,782
	10	59,669	62,169	63,588	64,998	66,460
	11	61,239	63,739	65,173	66,640	68,139
	12	64,375	66,875	68,380	69,918	71,491
 GRADE 6	 4	 43,206				
Road Repairer 2	2	44,668	47,168	48,230	49,315	50,424
Tree maintenance Worker 2	3	46,131	48,631	49,725	50,844	51,988
Mason	4	47,798	50,298	51,429	52,587	53,770
	5	49,465	51,965	53,134	54,329	55,552
	6	51,126	53,626	54,833	56,067	57,328
	7	52,788	55,288	56,532	57,804	59,105
	8	54,450	56,950	58,232	59,542	60,881
	9	56,112	58,612	59,931	61,279	62,658
	10	57,775	60,275	61,631	63,018	64,435
	11	59,437	61,937	63,331	64,756	66,213
	12	63,147	65,647	67,124	68,634	70,178

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

GRADE 7	4	43,206				
Senior Recreation Maintenance Worker	2	44,524	47,024	48,082	49,164	50,270
Senior Park Maintenance Worker	3	45,842	48,342	49,430	50,542	51,679
	4	47,162	49,662	50,779	51,921	53,090
	5	48,481	50,981	52,128	53,301	54,500
	6	49,800	52,300	53,476	54,680	55,910
	7	51,119	53,619	54,825	56,059	57,320
	8	52,437	54,937	56,173	57,437	58,729
	9	53,755	56,255	57,521	58,815	60,139
	10	55,075	57,575	58,870	60,194	61,549
	11	56,394	58,894	60,219	61,574	62,959
	12	59,034	61,534	62,918	64,334	65,782
 GRADE 8	 4	 45,547				
Traffic Maintenance Worker	2	47,279	49,779	50,899	52,045	53,216
Motor Broom Driver	3	49,012	51,512	52,671	53,856	55,068
Assistant Supervisor Parks/Assistant Supervisor Bu	4	50,746	53,246	54,444	55,669	56,921
Assistant Supervising Maintenance Repairer	5	52,480	54,980	56,217	57,481	58,775
Assitant Supervisor Traffic Maintenance	6	54,212	56,712	57,988	59,293	60,627
Equipment Operator	7	55,944	58,444	59,759	61,104	62,478
	8	57,676	60,176	61,530	62,915	64,330
	9	59,408	61,908	63,301	64,726	66,182
	10	61,142	63,642	65,074	66,538	68,035
	11	62,875	65,375	66,846	68,350	69,887
	12	66,347	68,847	70,396	71,979	73,599
 GRADE 9	 4	 45,547				
Heavy Equipment Operator	2	47,805	50,305	51,437	52,595	53,778
Senior Maintenance Repairer	3	50,064	52,564	53,746	54,956	56,192
Senior Maintenance Repairer/Electrician	4	52,322	54,822	56,055	57,316	58,606
	5	54,580	57,080	58,364	59,677	61,020
	6	56,837	59,337	60,672	62,037	63,433
	7	59,095	61,595	62,980	64,398	65,847
	8	61,355	63,855	65,291	66,760	68,262
	9	63,614	66,114	67,602	69,123	70,678
	10	65,872	68,372	69,910	71,483	73,091
	11	68,129	70,629	72,218	73,843	75,505
	12	72,654	75,154	76,845	78,574	80,342

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

GRADE 10	4	43,296				
Mechanic Hepler	2	44,231	46,731	47,783	48,858	49,957
	3	45,257	47,757	48,832	49,930	51,054
	4	46,485	48,985	50,087	51,214	52,366
	5	47,712	50,212	51,342	52,497	53,678
	6	49,083	51,583	52,744	53,930	55,144
	7	50,454	52,954	54,145	55,364	56,609
	8	51,828	54,328	55,550	56,800	58,078
	9	53,202	55,702	56,956	58,237	59,547
	10	54,575	57,075	58,359	59,672	61,015
	11	55,947	58,447	59,762	61,107	62,482
	12	58,692	61,192	62,569	63,977	65,416
 GRADE 11	 4	 43,925				
Senior Building Service Worker	2	44,591	47,091	48,151	49,234	50,342
	3	45,257	47,757	48,832	49,930	51,054
	4	46,385	48,885	49,985	51,110	52,280
	5	47,514	50,014	51,139	52,289	53,466
	6	48,643	51,143	52,293	53,470	54,673
	7	49,772	52,272	53,448	54,650	55,880
	8	50,901	53,401	54,602	55,831	57,087
	9	52,030	54,530	55,757	57,011	58,294
	10	53,159	55,659	56,911	58,192	59,501
	11	54,288	56,788	58,066	59,372	60,708
	12	56,547	59,047	60,375	61,734	63,123
 GRADE 12	 4	 46,748				
Mechanic	2	48,878	51,378	52,534	53,717	54,925
	3	51,039	53,539	54,744	55,975	57,235
	4	53,201	55,701	56,954	58,235	59,546
	5	55,362	57,862	59,164	60,495	61,856
	6	57,522	60,022	61,372	62,753	64,165
	7	59,682	62,182	63,581	65,011	66,474
	8	61,844	64,344	65,792	67,272	68,786
	9	64,006	66,506	68,003	69,533	71,097
	10	66,168	68,668	70,213	71,793	73,408
	11	68,329	70,829	72,423	74,052	75,719
	12	72,654	75,154	76,845	78,574	80,342

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

GRADE 13	4	50,228				
Mechanic Diesel/Hydraulics	2	52,324	54,824	56,058	57,319	58,609
	3	54,420	56,920	58,201	59,511	60,850
	4	56,517	59,017	60,344	61,702	63,091
	5	58,613	61,113	62,488	63,894	65,331
	6	60,709	63,209	64,631	66,085	67,572
	7	62,805	65,305	66,774	68,277	69,813
	8	64,900	67,400	68,917	70,468	72,053
	9	66,996	69,496	71,059	72,658	74,293
	10	69,093	71,593	73,204	74,851	76,535
	11	71,190	73,690	75,348	77,043	78,777
	12	75,386	77,886	79,638	81,430	83,262
 GRADE 14	 4	 53,737				
Senior Mechanic	2	55,768	58,268	59,579	60,920	62,291
Road Repairer 3	3	57,800	60,300	61,657	63,044	64,463
Asst Supervisor Traffic Maintenance	4	59,832	62,332	63,734	65,168	66,635
	5	61,863	64,363	65,812	67,292	68,807
	6	63,895	66,395	67,889	69,417	70,978
	7	65,927	68,427	69,966	71,541	73,150
	8	67,957	70,457	72,042	73,663	75,321
	9	69,987	72,487	74,118	75,785	77,491
	10	72,019	74,519	76,195	77,910	79,663
	11	74,050	76,550	78,273	80,034	81,835
	12	78,117	80,617	82,431	84,285	86,182
 GRADE 15	 4	 53,737				
Senior Mechanic Diesel	2	58,010	58,510	59,827	61,173	62,549
	3	58,284	60,784	62,151	63,550	64,980
	4	60,557	63,057	64,476	65,927	67,410
	5	62,831	65,331	66,800	68,304	69,840
	6	65,105	67,605	69,126	70,681	72,272
	7	67,379	69,879	71,451	73,059	74,703
	8	69,653	72,153	73,776	75,436	77,133
	9	71,926	74,426	76,101	77,813	79,564
	10	74,200	76,700	78,425	80,190	81,994
	11	76,473	78,973	80,750	82,567	84,425
	12	81,017	83,517	85,398	87,317	89,282

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

BLUE COLLAR GRADE, TITLE AND WAGE LISTING		1.02	flat increase 2500	1.0225	1.0225	1.0225
		2021	2022	2023	2024	2025
GRADE AND JOB TITLE	STEP					
GRADE 1	1	33,048				
Building Service Worker	2	34,906	37,406	38,248	39,108	39,988
	3	35,894	38,394	39,258	40,141	41,044
	4	36,829	39,329	40,214	41,119	42,044
	5	37,764	40,264	41,170	42,096	43,044
	6	38,701	41,201	42,128	43,076	44,045
	7	39,637	42,137	43,085	44,055	45,046
	8	40,573	43,073	44,042	45,033	46,047
	9	41,509	44,009	44,999	46,012	47,047
	10	42,445	44,945	45,956	46,990	48,047
	11	43,381	45,881	46,913	47,969	49,048
	12	49,839	52,339	53,517	54,721	55,952
GRADE 2	1	35,256				
Laborer 1	2	36,442	38,942	39,819	40,715	41,631
	3	37,629	40,129	41,032	41,955	42,899
	4	38,814	41,314	42,244	43,194	44,166
	5	39,999	42,499	43,456	44,433	45,433
	6	41,185	43,685	44,668	45,673	46,700
	7	42,370	44,870	45,880	46,912	47,968
	8	43,556	46,056	47,092	48,151	49,235
	9	44,741	47,241	48,304	49,391	50,502
	10	45,927	48,427	49,517	50,631	51,770
	11	47,113	49,613	50,729	51,871	53,038
	12	54,504	57,004	58,286	59,598	60,939
GRADE 3	1	39,229				
Road Repairer 1	2	40,634	43,134	44,105	45,097	46,112
Maintenance Worker 2, Grounds	3	42,039	44,539	45,541	46,566	47,613
Tree Maintenance Worker 1	4	43,445	45,945	46,979	48,036	49,117
	5	44,852	47,352	48,417	49,507	50,621
	6	46,257	48,757	49,855	50,976	52,123
	7	47,663	50,163	51,292	52,446	53,626
	8	49,069	51,569	52,729	53,916	55,129
	9	50,474	52,974	54,166	55,385	56,631
	10	51,880	54,380	55,604	56,855	58,134
	11	53,286	55,786	57,041	58,324	59,637
	12	61,794	64,294	65,741	67,220	68,732

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

		2022	2023	2024	2025
GRADE 4					
Maintenance Worker 1, Grounds	1	35,256			
	2	36,439	38,939	39,816	40,711
	3	37,622	40,122	41,025	41,948
	4	38,806	41,306	42,235	43,185
	5	39,989	42,489	43,445	44,422
	6	41,172	43,672	44,655	45,660
	7	42,356	44,856	45,866	46,898
	8	43,541	46,041	47,077	48,136
	9	44,726	47,226	48,288	49,375
	10	45,908	48,408	49,497	50,611
	11	47,090	49,590	50,706	51,847
	12	57,685	60,185	61,539	62,924
GRADE 5					
Maintenance Repairer	1	41,355			
	2	42,780	45,280	46,299	47,340
	3	44,205	46,705	47,756	48,830
	4	45,630	48,130	49,213	50,320
	5	47,055	49,555	50,670	51,810
	6	48,479	50,979	52,126	53,299
	7	49,903	52,403	53,582	54,788
	8	51,327	53,827	55,038	56,277
	9	52,751	55,251	56,494	57,766
	10	54,177	56,677	57,952	59,256
	11	55,603	58,103	59,410	60,747
	12	64,375	66,875	68,380	69,918
GRADE 6					
Road Repairer 2	1	39,229			
Tree maintenance Worker 2	2	40,557	43,057	44,026	45,016
Mason	3	41,885	44,385	45,384	46,405
	4	43,398	45,898	46,931	47,987
	5	44,912	47,412	48,479	49,569
	6	46,421	48,921	50,021	51,147
	7	47,930	50,430	51,564	52,725
	8	49,439	51,939	53,107	54,302
	9	50,947	53,447	54,650	55,880
	10	52,457	54,957	56,194	57,458
	11	53,967	56,467	57,737	59,036
	12	63,147	65,647	67,124	68,634

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

		2022	2023	2024	2025
GRADE 7	1	39,229			
Senior Recreation Maintenance Worker	2	40,426	42,926	43,892	44,880
Senior Park Maintenance Worker	3	41,623	44,123	45,116	46,131
	4	42,821	45,321	46,340	47,383
	5	44,018	46,518	47,565	48,635
	6	45,216	47,716	48,790	49,888
	7	46,414	48,914	50,014	51,140
	8	47,611	50,111	51,238	52,391
	9	48,808	51,308	52,462	53,643
	10	50,005	52,505	53,687	54,895
	11	51,203	53,703	54,911	56,147
	12	59,034	61,534	62,918	64,334
GRADE 8	1	41,355			
Traffic Maintenance Worker	2	42,928	45,428	46,450	47,495
Motor Broom Driver	3	44,501	47,001	48,058	49,139
Assistant Supervisor Parks/Assistant Supervisor Bu	4	46,075	48,575	49,668	50,785
Assistant Supervising Maintenance Repairer	5	47,649	50,149	51,278	52,431
Assistant Supervisor Traffic Maintenance	6	49,222	51,722	52,886	54,076
Equipment Operator	7	50,795	53,295	54,494	55,720
	8	52,368	54,868	56,102	57,365
	9	53,940	56,440	57,710	59,009
	10	55,514	58,014	59,319	60,654
	11	57,088	59,588	60,928	62,299
	12	66,347	68,847	70,396	71,979
GRADE 9	1	41,355			
Heavy Equipment Operator	2	43,405	45,905	46,938	47,994
Senior Maintenance Repairer	3	45,456	47,956	49,035	50,138
Senior Maintenance Repairer/Electrician	4	47,506	50,006	51,131	52,282
	5	49,556	52,056	53,228	54,425
	6	51,606	54,106	55,323	56,568
	7	53,656	56,156	57,419	58,711
	8	55,707	58,207	59,517	60,856
	9	57,759	60,259	61,615	63,001
	10	59,809	62,309	63,711	65,144
	11	61,858	64,358	65,806	67,287
	12	72,654	75,154	76,845	78,574

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

		2022	2023	2024	2025
GRADE 10 Mechanic Hepler	1 ——— 30,229				
	2 40,160	42,660	43,620	44,602	45,605
	3 41,092	43,592	44,572	45,575	46,601
	4 42,206	44,706	45,712	46,740	47,792
	5 43,321	45,821	46,852	47,906	48,984
	6 44,565	47,065	48,124	49,207	50,314
	7 45,810	48,310	49,397	50,508	51,645
	8 47,058	49,558	50,673	51,813	52,979
	9 48,306	50,806	51,949	53,117	54,313
	10 49,552	52,052	53,223	54,420	55,645
	11 50,798	53,298	54,497	55,723	56,977
	12 58,692	61,192	62,569	63,977	65,416
GRADE 11 Senior Building Service Worker	1 ——— 39,882				
	2 40,487	42,987	43,954	44,943	45,954
	3 41,092	43,592	44,572	45,575	46,601
	4 42,116	44,616	45,620	46,646	47,696
	5 43,140	45,640	46,667	47,717	48,791
	6 44,166	46,666	47,716	48,789	49,887
	7 45,191	47,691	48,764	49,861	50,983
	8 46,216	48,716	49,812	50,933	52,079
	9 47,241	49,741	50,860	52,005	53,175
	10 48,266	50,766	51,908	53,076	54,271
	11 49,291	51,791	52,957	54,148	55,367
	12 56,547	59,047	60,375	61,734	63,123
GRADE 12 Mechanic	1 ——— 42,418				
	2 44,380	46,880	47,934	49,013	50,116
	3 46,341	48,841	49,940	51,064	52,213
	4 48,304	50,804	51,947	53,116	54,311
	5 50,267	52,767	53,954	55,168	56,409
	6 52,228	54,728	55,959	57,218	58,505
	7 54,189	56,689	57,964	59,268	60,602
	8 56,152	58,652	59,971	61,321	62,701
	9 58,115	60,615	61,979	63,373	64,799
	10 60,078	62,578	63,986	65,425	66,897
	11 62,040	64,540	65,992	67,477	68,995
	12 72,654	75,154	76,845	78,574	80,342

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

GRADE 13	1	45,605				
Mechanic Diesel/Hydraulics	2	47,508	50,008	51,134	52,284	53,460
	3	49,412	51,912	53,080	54,274	55,495
	4	51,315	53,815	55,026	56,264	57,530
	5	53,218	55,718	56,972	58,254	59,564
	6	55,121	57,621	58,918	60,243	61,599
	7	57,024	59,524	60,864	62,233	63,633
	8	58,927	61,427	62,809	64,222	65,667
	9	60,829	63,329	64,754	66,211	67,701
	10	62,733	65,233	66,701	68,202	69,736
	11	64,637	67,137	68,648	70,193	71,772
	12	75,386	77,886	79,638	81,430	83,262

GRADE 14	1	48,794				
Senior Mechanic	2	50,635	53,135	54,331	55,553	56,803
Road Repairer 3	3	52,480	54,980	56,217	57,482	58,775
Asst Supervisor Traffic Maintenance	4	54,325	56,825	58,103	59,411	60,747
	5	56,170	58,670	59,990	61,339	62,719
	6	58,014	60,514	61,876	63,268	64,692
	7	59,859	62,359	63,762	65,197	66,664
	8	61,702	64,202	65,647	67,124	68,634
	9	63,545	66,045	67,531	69,051	70,604
	10	65,390	67,890	69,417	70,979	72,576
	11	67,235	69,735	71,304	72,908	74,548
	12	78,117	80,617	82,431	84,285	86,182

GRADE 15	1	48,794				
Senior Mechanic Diesel	2	50,855	53,355	54,555	55,783	57,038
	3	52,919	55,419	56,666	57,941	59,245
	4	54,983	57,483	58,777	60,099	61,451
	5	57,048	59,548	60,887	62,257	63,658
	6	59,113	61,613	62,999	64,416	65,866
	7	61,178	63,678	65,110	66,575	68,073
	8	63,242	65,742	67,221	68,733	70,280
	9	65,306	67,806	69,332	70,892	72,487
	10	67,370	69,870	71,442	73,050	74,693
	11	69,434	71,934	73,553	75,208	76,900
	12	81,017	83,517	85,396	87,317	89,282

APPENDIX 3
HEALTH BENEFITS

**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX A-1**

Pension Allowance or Salary Range	Year 4
less than 25,000	3%
25,000 - 29,999.99	4%
30,000 - 34,999.99	5%
35,000 - 39,999.99	6%
40,000 - 44,999.99	7%
45,000 - 49,999.99	9%
50,000 - 54,999.99	12%
55,000 - 59,999.99	14%
60,000 - 64,999.99	17%
65,000 - 69,999.99	19%
70,000 - 74,999.99	22%
75,000 - 79,999.99	23%
80,000 - 84,999.99	24%
85,000 - 89,999.99	26%
90,000 - 94,999.99	28%
95,000 - 99,999.99	29%
100,000 - 109,999.99	32%
110,000 and over	35%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR MEMBER/SPOUSE/PARTNER
OR PARENT/CHILD COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX A-2**

Pension Allowance or Salary Range	Year 4
less than 25,000	3.50%
25,000 - 9,999.99	4.50%
30,000 - 34,999.99	6.00%
35,000 - 39,999.99	7.00%
40,000 - 44,999.99	8.00%
45,000 - 49,999.99	10.00%
50,000 - 54,999.99	15.00%
55,000 - 59,999.99	17.00%
60,000 - 64,999.99	21.00%
65,000 - 69,999.99	23.00%
70,000 - 74,999.99	26.00%
75,000 - 79,999.99	27.00%
80,000 - 84,999.99	28.00%
85,000 - 99,999.99	30.00%
100,000 and over	35.00%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX A-3**

Pension Allowance or Salary Range	Year 4
less than 20,000	4.50%
20,000 - 24,999.99	5.50%
25,000 - 29,999.99	7.50%
30,000 - 34,999.99	10.00%
35,000 - 39,999.99	11.00%
40,000 - 44,999.99	12.00%
45,000 - 49,999.99	14.00%
50,000 - 54,999.99	20.00%
55,000 - 59,999.99	23.00%
60,000 - 64,999.99	27.00%
65,000 - 69,999.99	29.00%
70,000 - 74,999.99	32.00%
75,000 - 79,999.99	33.00%
80,000 - 94,999.99	34.00%
95,000 and over	35.00%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.