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12/31/96

AGREEMENT

BETWEEN

THE CHARTER TOWNSHIP OF WATERFORD

AND

TEAMSTERS STATE, COUNTY AND MUNICIPAL WORKERS

LOCAL 214

JANUARY 1, 1993 -- DECEMBER 31, 1996

Waterford Township

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ARTICLE 3

Recognition - Employees Covered

3.1 Pursuant and in accordance with all applicable provisions of Act 379 of the Public Acts of 1965, as amended, the employer does hereby recognize the union as exclusive bargaining agent in respect to rates of pay, wages, hours of employment and other conditions of employment during the term of this Agreement for all employees of the employer employed in the positions or classifications as defined, established and set forth in Schedule "A" of the agreement.

3.2 The employer will not create additional positions or classifications for the purpose of excluding employees from coverage under this Agreement.

ARTICLE 4

Aide to Other Unions

4.1 The employer will not aide, promote, or finance any labor group organization which purports to engage in collective

ARTICLE 1

Agreement

1.1 This Agreement entered into between the Township of Waterford, Michigan, a Michigan Charter Township (hereinafter referred to as the "employer") and Teamsters State County and Municipal Workers Local 214 (Hereinafter referred to as the "union").

1.2 The headings used in this agreement and exhibits neither add to nor subtract from the meanings but are reference only.

ARTICLE 2

Purpose and Intent

2.1 The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the employer, the employees and the union.

2.2 The parties recognize that the interest of the community and the job security of the employees depend upon the employer's success in establishing a proper service to the community.

2.3 To these ends the employer and the union encourage to the fullest degree, friendly and cooperative relations between the respective representatives at all levels and among all employees.

bargaining or make any agreement with any group or organization for the purpose of undermining the union.

ARTICLE 5

Agency Shop

5.1 Union Membership. Each employee who, on the effective date of this Agreement, is a member of the union shall, as a condition of employment, maintain his/her membership in the union. Each employee who is not a member of the union or is hired on or after the execution of this Agreement shall, as a condition of employment, either become a member of the union within thirty (30) days after his/her hiring date or the effective date of this Agreement, whichever is later, and maintain membership in the union except as hereinafter provided or pay a service fee. Employees who fail to comply with this requirement shall be discharged by the employer within thirty (30) days after receipt of written notice to the employer from the union.

5.2 Service Fee. In lieu of union membership, any employee will pay to the union a monthly service fee for the cost of negotiations, representation and administration of the contract not to exceed the amount of dues uniformly required of the union members. Employees who fail to comply with this condition shall be

discharged by the employer within thirty (30) days after receipt of written notice of such default delivered to the employer by the union.

ARTICLE 6

Union Dues and/or Service Fees

6.1 Payment by check-off or directly to the union. Employees may tender monthly membership dues and/or service fees by signing the "Authorization for Check-off of Dues" form, or may pay the same directly to the union.

6.2 Check-off forms. During the life of this Agreement in accordance with the terms of the form of "Authorization for Check-off of Dues" hereinafter set forth, and to the extent the laws of the State of Michigan permit, the employer agrees to deduct union membership dues and/or service fees levied in accordance with the direction of the union, from the day each employee who executes or has executed the "Authorization for Check-off of Dues" form.

6.3 Notice to all employees of the bargaining unit. This Agreement between the employer and this union requires all employees to become members of the union to the extent of tendering monthly membership dues and/or service fees as set forth in the

Agreement. Employees on "Check-off" may have the "Check-off" cancelled as provided in the Agreement and pay dues and/or service fees directly to the union.

6.4 Deductions. The employer shall have no responsibility for the collecting of membership dues, service fees, special assessments, or any other deductions in accordance with this provision.

6.5 Delivery of executed "Authorization for Check-off Form". A properly executed copy of such "Authorization for Check-off of Dues" form for each employee for whom membership dues are to be deducted hereunder, shall be delivered to the employer before any payroll deduction is made. Deductions shall be made thereafter under "Authorization for Check-off Dues" forms which have been properly executed and are in effect. Any "Authorization for Check-off of Dues" form which is incomplete or in error will be returned to the union by the employer.

6.6 When deductions begin. Check-off deduction under all properly executed "Authorization for Check-off of Dues" forms shall become effective at the time said form is tendered on the first payroll of each month provided sufficient notice is given to the employer and once a month thereafter.

6.7 Delivery of additional check-off form. The union will provide to the employer any additional "Authorization for Check-off

of Dues" forms under which union membership dues are to be deducted.

6.8 Refunds. In cases where a deduction is made that duplicates a payment that an employee has already made to the union or where a deduction is not in conformity with the provisions of the union constitution and by-laws, refunds to the employee will be made by the union.

6.9 Remittance of dues to the financial secretary. Deduction for any pay period shall be remitted to the "Secretary/Treasurer of Teamsters 214, 2825 Trumbull Avenue, Detroit, Michigan 48216-1290" as soon as possible after each pay period. The employer shall furnish the designated financial officer of the union with a list of those for whom the union has submitted signed "Authorization for Check-off of Dues" forms, but for whom no deductions have been made.

6.10 Disputes concerning check-off. Any dispute between the union and the employee which may arise as to whether or not an employee properly executed or properly revoked an "Authorization for Check-off of Dues" form shall be reviewed with the employee by a representative of the union and a designated representative of the employer. Should this review not dispose of the matter, the employer shall from this period forward deduct the dues of said employee and place the money in escrow until the matter is settled. The dispute may be referred to an arbitrator whose decision shall

be final and binding on the employee, union and the employer.

6.11 Limit of employer's liability. The employer shall not be liable to the union by reason of the requirements of this Agreement for the remittance of payment of any sum other than that constituting actual deductions made from the wages earned by the employees. The union will protect and save harmless the employer from any and all claims, demands, suits, and other forms of liability by reason of action taken or not taken, by the employer for the purpose of complying with Article VI of this Agreement.

6.12 List of members paying dues. The union will furnish to the employer a list of the names of all members paying dues directly to the union. Thereafter, the union furnish the employer a monthly list of any changes.

6.13 Disputes concerning membership. Any dispute arising as to an employee's membership in the union shall be reviewed by the designated representative of the employer and a representative of Teamsters Local 214 and if not resolved may be decided at the arbitration step of the grievance procedure.

ARTICLE 7

Representation

7.1 In each representation area as defined in 7.2, employees

in this area shall be represented by one steward and one (1) alternate steward on each shift who shall be a regular seniority employee within that area. The alternate steward shall act only in the absence of the steward. It is understood and agreed a steward will be required only when five (5) or more employees are working on the second or third shift.

A. Any employee who is called into meet or confer with management for purposes of an investigative conference that could lead to disciplinary action, has the right and may request to have his/her steward present.

7.2 For the purpose of steward representation, the four (4) agreed upon areas shall be as follows:

- A. Water and Sewer
- B. Parks & Recreation and Facilities & Operations
- C. General Office and Library
- D. Police and Fire

The employer and union may redistrict the units from time to time by agreement. Increased steward representation shall be based upon proportional representation with one (1) steward (and area) for each thirty (30) active employees in the bargaining unit.

7.3 The stewards, during their working hours upon advising the employer, shall be allowed, without loss of time or pay, to investigate and present grievances to the employer, providing however that such action shall not create undue disruption to the Township operations. Any abuse of this privilege shall be proper subject for a special conference.

7.4 The Chief Steward or Steward shall, upon notification to the appropriate department head, be given time off without loss of time or pay to investigate and present a policy grievance, or to attend to urgent union business that will affect the operation of the Township and which cannot be dealt with during non-working hours. Such activity shall not unreasonably hinder the conduct of the Township's operations. Any abuse of this privilege shall be proper subject for special conference.

7.5 The Chief Steward may oversee all stewards of the Township. He/she shall be the steward for the department stewards and may represent department stewards when they personally have a grievance.

7.6 Contract Negotiations. The Teamsters local 214 employees shall during their working hours, without loss of time or pay, be allowed three (3) employees present for contract negotiations with the Township. No more than two (2) representatives from Teamsters Local 214 may also be present.

7.7 Grievance Handling. Stewards, during their working hours, without loss of time or pay, shall be allowed to investigate and present grievance to the employer, providing however that such action shall not create undue disruption to the Township operations. Any abuse of this right shall be proper subject for special conference.

A. Policy Grievance, Discharges. Shall be handled by the Chief Steward or Steward, during their working hours without loss of time or pay.

B. Step III Meetings. Shall be handled by the Chief Steward and Steward during their working hours without loss of time or pay.

ARTICLE 8

Special Conferences

8.1 Special conferences for important matters will be arranged between the union and the employer or its designated representatives upon the request of either party. Such meetings shall be between not more than two (2) representatives of the employer and not more than two (2) representatives of the union. Arrangements for such special conferences shall be made in advance

and an agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conference shall be confined to those included in the agenda. Conferences shall be held between the hours of 9:00 a.m. and 4:00 p.m.

8.2 The members of the union shall not lose time or pay for the time spent in such special conference.

8.3 The union representatives may meet at a place designated by the employer on the employer's property for at least one-half (1/2) hour immediately preceding such special conference with the representatives of the employer for which a written request has been made.

ARTICLE 9

Grievance Procedure

9.1 A "grievance" is a claim based on an employee's belief that there has been a violation, misinterpretation, or misapplication of a provision of this contract.

9.2 The "grievance procedure" shall not apply to any matter which is prescribed by law or state regulation or over which the Township is without power to act. A grievance may be filed by an aggrieved employee or, whenever the grievance applies to more than one (1) employee with a common complaint, by the union.

9.3 Time Limits. The number of days indicated at each step shall be considered as maximum and every effort shall be made to expedite the process. Time limits may be extended by mutual consent. The failure of the union to comply with time limits shall terminate the grievance. The failure of the Township to comply with time limits shall be construed at each step to be a denial of the grievance and it may be advanced to the next step by the union.

9.4 No grievance shall be accepted or processed which is not initiated within ten (10) working days of its first occurrence or knowledge of its first occurrence.

9.5 Grievances involving discipline or denial of promotion shall begin at Step II subject to the provisions of Article 7 of this Agreement; other grievances shall begin at Step I.

9.6 The following procedures shall govern:

STEP I. Verbal-Department Head or Designee

A. The employee shall discuss the grievance with the steward.

B. The Steward and the employee shall discuss the grievance with the Department Head or designee.

STEP II. Written - Department Head or Designee.

A. If not resolved at Step I, the grievance shall, within five (5) working days of the Step I meeting, be presented in writing on a mutually agreed upon form, to the Department Head with a copy to the Township Personnel Director. The grievance shall be signed by the employee and steward or other union representative.

B. The grievance shall state the specific contract provisions that is alleged to have been violated.

C. The Department Head or designee shall acknowledge receipt of the grievance by signature and date.

D. The Department Head or designee shall within five (5) working days after receipt provide a written answer to the employee with a copy to the union.

Step III. Township Supervisor or Designee

A. If the employee is not satisfied with the Step II

response, the Teamsters Business Representative shall, within ten (10) working days of the Step II response, advise the Township Supervisor or his designee (the Township Personnel Director) in writing of the intent to proceed to Step III of this procedure.

B. Within ten (10) working days thereafter, the Supervisor or designee shall schedule a meeting with the Teamsters Business Representative or discuss the grievance. The Chief Steward and Steward and a maximum of two (2) Teamsters Local 214's representatives may also attend this meeting.

C. In the case of a grievance involving discipline, the grievant may be present at the request of the union. In all other grievances, the grievant shall not be present except by mutual agreement.

D. The Department Head may attend at the request of the union and with the consent of the Township.

E. The Supervisor or designee shall answer the grievance in writing within five (5) working days of the meeting.

STEP IV. Arbitration

A. If the grievance is not settled at Step III, the matter shall be submitted to Teamsters Local 214

Grievance Panel, who shall, within forty-five (45) calendar days of the Step III written answer, notify the Supervisor or designee in writing of intent to submit the grievance to arbitration. Such written notice of intent to arbitrate shall also be sent by the union to the Federal Mediation and Conciliation Service (FMCS).

B. The parties agree to abide by FMCS rules and procedures. Disciplinary and discharge cases shall be given priority and shall be heard on the selected arbitrator's first available date. By mutual agreement, the parties may select an arbitrator outside the FMCS procedure.

C. Powers of the Arbitrator. It shall be the function of the arbitrator, and he shall be empowered, except as his powers are limited below, after due investigation, to make a decision in cases of alleged violation of the specific articles and sections of this Agreement.

1. He shall have no power to add to, subtract from, disregard, alter or modify any of the terms of this Agreement.
2. He shall have no power to establish or change salary scales.

3. He shall have no power to rule on any of the following:
 - a. The termination of the services of, or failure to re-employ any probationary employee.
 - b. Any practice, policy or rule of the Township or to substitute his judgment as to the reasonableness of any practice, policy or rule.
4. If either party disputes the arbitrability of any grievance under the terms of this Agreement, the arbitrator shall decide if the grievance is arbitrable. In the event the arbitrator determines he is without power to arbitrate the grievance, it shall be referred back to the parties without decision or recommendation on its merits.

D. The decision of the arbitrator shall be final and binding if within the scope of the authority set forth above. It shall be binding upon the union, its members, the employee or employees involved, and the Township.

E. The fees and expenses of the arbitrators shall be shared equally by the parties. All other expenses shall be borne by the party incurring them, and neither party shall be responsible for the expense of witnesses called by the other.

F. The Chief Steward and Steward or his designee or the grievant shall be allowed time off to attend any arbitration hearing. Employees of the bargaining unit, other than the Chief Steward and Steward and the grievant called by the union to testify, shall be compensated by the union for time lost from work.

ARTICLE 10

Computation of Back Wages

10.1 No claim for back wages shall exceed the amount of wages the employee would otherwise have earned at his/her regular rate. Any claim on the part of the employee against the employer shall be limited to a claim for back wages, and shall be limited to the amount of the employee's cost of providing equivalent and evidence of such continuation and payments are submitted to the Township by the employee.

ARTICLE 11

Discharge and Discipline

11.1 Should circumstances warrant, an employee may be disciplined for just cause. Disciplinary actions or measures may include the following:

Oral reprimand, written reprimand, suspension or discharge.

A. Any employee who is called in to meet or confer with management for purposes of an investigative conference that could lead to disciplinary action, has the right and may request to have his/her steward present.

11.2 Notice of Discharge and Discipline. The employer agrees that when effecting the discharge or discipline of any employee, it shall:

A. First, the Department Head or Management designee in his/her absence shall notify the employee verbally, not in front of other employees.

B. The Department Head or Management designee shall promptly present the employee and his/her union representative with a written notice of the discharge or discipline which states the reason or reasons for such discharge or discipline.

C. A letter of discharge or discipline shall be presented to the local union president or his/her designee promptly after the employee has received the first written notice, stating fully any and all reasons for discharge or discipline.

11.3 The discharge or disciplined employee will be allowed to discuss his/her discharge or discipline with the steward of the unit, and the employer will make available an area where he/she may do so before he/she is required to leave the property of the employer. Upon request, the employer or his/her designated representative, will discuss the discharge or discipline with the employee and the steward in an attempt to resolve same if possible.

11.4 Appeal of Discharge or Discipline. Should the discharged or disciplined employee or the union consider the discharge or discipline to be improper, a grievance shall be presented in writing through the union to the Department Head (with a copy to the Township Personnel Director) within five (5) working days of the discharge or discipline. The Department Head shall respond in writing to the union within five (5) working days after receipt of

the grievance. If the decision is unsatisfactory to the union, the union may invoke the grievance procedure at the Step III level.

11.5 Use of Past Record. In imposing any discipline of a current charge, the employer will not take into account any prior infractions which occurred more than two (2) years previously nor impose discipline on an employee for falsification of his employment application after a period of two (2) years from the date of hire.

11.6 Demotion. Upon good cause shown, the employer may give notice of intent to demote an employee to the next lowest ranking position within the department where the said employee is clearly not performing satisfactorily. The employee and the local union president shall be given two (2) weeks written notice of said intention to demote the employee with the reasons specified therein. If the employee disputes the demotion, he/she may file a grievance in accordance with the normal grievance procedure at Step II.

ARTICLE 12

Probation

12.1 New full time employees hired shall be on probationary status for the first one hundred twenty (120) calendar days of employment. This probationary period may be extended by the employer for an additional sixty (60) calendar days provided that the employer shall, within ten (10) working days of the expiration of the probationary period, give the employee and the union written notice of the extension. Upon successful completion of the probationary period, or any extension, the employee shall be entitled to full seniority rights from original date of hire subject to any adjustments as set forth in the article on the Loss or Adjustment of Seniority.

12.2 There shall be no seniority among probationary employees.

12.3 During the first ninety (90) calendar days of the probationary period, the employee shall be entitled to no benefits under this contract, except as otherwise provided herein. After the completion of the first ninety (90) calendar days, the employee shall be entitled to all vacation benefits due regular full-time seniority employees under this contract earned back to his/her original date of hire. The employee shall not be allowed paid sick leave during the probationary period.

13.3 Transfers. An employee transferred to a position in the Township not in the bargaining unit, who later returns to a bargaining unit position, shall accumulate seniority for the period during which the employee worked in the non-bargaining unit position, and shall retain all rights accrued for the purposes of benefits provided under this Agreement.

13.4 Equal Seniority. In the case of employees having the same seniority date, seniority shall be determined by the employee who has the higher last four digits of the employee's social security number, with 9990 being the highest and 0000 being the lowest.

13.5 Adjusted Seniority Date. Adjustment of seniority dates shall be only in accordance with Article 14. Such adjustments shall be made a minimum of once per year.

13.6 Seniority for purposes of calculation of longevity and vacation shall be based on an employee's length of service with the Township from the date of the latest employment with the Township.

13.7 District Court Employees. An employee of the Waterford District Court transferring to a bargaining unit position may be granted seniority for all service time with the District Court for fringe benefit purposes only and specifically excluding vacation picks, bumping, layoff, job postings, etc.

12.4 The union shall represent probationary employees for the sole purposes of rates of pay, wages and hours of employment. A probationary employee shall have no recourse to the grievance procedure for discipline or termination, except where such discipline or termination is for union activity or is contrary to law. A Probationary employee may be terminated without cause.

ARTICLE 13

Seniority

13.1 Seniority means the employee's length of credited service with the Township in the bargaining unit. The employee's original seniority date shall be the date of hire subject to any adjustments as set forth in the article on Loss or Adjustment of Seniority. Seniority shall not be affected by race, creed, sex, religion, marital status, or number of dependents.

13.2 Seniority Lists. The employer will maintain an up-to-date seniority list showing the names, classifications, original seniority date and adjusted seniority date of all employees in the bargaining unit. A copy will be provided the union and posted on department bulletin boards. The employer shall notify the union of all new hires and separations of personnel in the bargaining unit as they occur.

ARTICLE 14

Loss or Adjustment of Seniority

14.1 An employee shall lose seniority for the following reasons only:

- A. The employee quits.
- B. The employee is discharged and the discharge is not reversed through the grievance procedure.
- C. The employee is absent for two (2) consecutive working days without notice to the employer. This will not apply where, for reasons or causes beyond the employee's control, the employee was incapable or unable to provide notice. Notice of loss of seniority and termination of employment under this provision shall be sent to the employee by certified mail to the employee's last know address.
- D. The employee fails to return to work when recalled from layoff as provided in the recall procedure. Exceptions may be made, at the employer's discretion, where the employee provides notice of inability to report

for work as required or where, for reasons or causes beyond the employee's control, the employee was incapable or unable to provide such notice.

E. Return from sick leave and leaves of absences will be treated the same as C above.

F. The employee retires.

G. The employee, with three (3) or more years seniority is not recalled from layoff for a period equal to the employee's seniority at the time of layoff.

H. The employee, with less than three (3) years seniority, is not recalled from layoff for a period of eighteen (18) months or a period equal to the employee's seniority at time of layoff, whichever is less.

14.2 The employee's seniority shall be adjusted for the following reasons:

A. Unpaid sick leave or other unpaid absence.

B. Disciplinary layoff in excess of three (3) days.

14.3 Seniority will continue to accrue to an employee during unpaid sick leave prior to eligibility for sick and accident benefits.

ARTICLE 15

Seniority of Stewards

15.1 Notwithstanding their position on the seniority list, stewards shall in the event of a layoff of any type, continue to work as long as there is a job in their department which they are qualified to perform and shall be recalled to work in the event of a layoff on the first open job in their department which they are qualified to perform.

ARTICLE 16

Seniority of Chief Steward

16.1 Notwithstanding their position on the seniority list, the Chief Steward of the Union shall, in the event of a layoff only, have Township wide super seniority in the bargaining unit.

ARTICLE 17

Shift Preference

17.1 Shift preferences will be granted on the basis, of seniority with the job classification, within the department. Transfer to the desired shift will be made within two (2) weeks following the end of the pay period in which written request was made. A seniority employee cannot use shift preference more than once in a six (6) month period.

17.2 Police Department employees shall use the same shift preference cycle as is in effect for uniformed police officers.

ARTICLE 18

Supplemental Agreements

18.1 All supplemental agreements shall be subject to the approval of the employer and the Union. They shall be approved or rejected within a period of ten (10) working days following the date they are finalized by the Township and the Union.

18.2 The employer agrees not to enter into any agreement or contract with its employees, individually or collectively, which in any way conflicts with the terms and provisions of this Agreement. Any such agreement shall be null and void.

ARTICLE 19

Layoff Defined

19.1 The word "layoff" means a reduction in the working force due to a decrease of work or lack of funds.

19.2 If it becomes necessary for a layoff, the following procedure will be mandatory. Probationary employees within a classification within a department will be laid off first.

19.3 In proper cases exception may be made. Disposition of these cases will be a proper matter for a special conference and if not resolved, it then shall be subject to the arbitration step of the grievance procedure.

19.4 Employees to be laid off for an indefinite period of time shall have at least seven (7) calendar days written notice of layoff. The union shall receive a list from the employer of the

employees being laid off on the same date the notices are issued to the employees. A notice will not be necessary for a layoff of five (5) working days or less.

19.5 Layoff of seniority employees shall be handled in the following sequence:

A. Seniority for layoff, first, shall be based on an employee's length of service in a specific job classification within a department. In case of layoff, the least senior employee in a specific classification within a department shall be first laid off.

B. Second, such employee if qualified, shall be entitled to employment in an equal or lower job classification within the same department, if any, provided their length of service from date of latest employment with the Township is greater than another employee in such equal or lower classification within the same department.

C. Third, if no job in an equal or lower classification is available within the department, a laid off employee, if qualified, may replace the least senior employee in the same or lower job classification within another department who has lesser length of service with the

Township from date of latest employment.

D. Employees bumping into equal or lower classifications are not considered automatically qualified based solely on the equal or lower wage rate. Employees bumping are required to be able to perform the duties of the classification after receiving basic instructions.

19.6 An Employee shall give their Department Head written notification of the classification in which they wish to "bump", within three (3) working days after they have been notified of their layoff. The employer will have an up to date seniority list at time of layoff and will make one available to the union.

ARTICLE 20

Recall Procedure

20.1 When the working force is increased after a layoff, the employees will be recalled according to seniority in reverse order of layoff. Notice of recall shall be sent to the employee at his/her last known address by registered mail or certified mail. If the employee fails to report to work within ten (10) working days from the date of the mailing notice of recall he/she shall be considered a quit as provided in 14.1 (D).

cases all vacancies and newly created positions shall be posted in a conspicuous place in each township building at least eight (8) calendar days prior to filling such vacancy or newly created position.

21.4 The employer will not layoff an employee in order to subcontract work and no work will be contracted out by the Township when it can be performed by the employees of the bargaining unit under a normal work schedule.

ARTICLE 22

Promotions, Rates for New Jobs and Temporary Assignments

22.1 Any time there is a vacancy in a bargaining unit position, or a new position is created, the position shall be posted for eight (8) days.

22.2 Any seniority bargaining unit member shall be eligible to apply for said position. The position shall be granted to the qualified employee who ranks highest in the following order of preference:

A. First, the senior, qualified employee within the department in which the job vacancy occurs.

A. Those employees who were forced to bump into a lower classification, a different department or both shall have an opportunity to be returned to their previous positions at their discretion.

ARTICLE 21

Transfers

21.1 Operations transferred for over seven (7) days. If and when departments, operations, or fractions thereof are transferred from one location to another for a period of more than seven (7) calendar days, employees affected will be given the opportunity to transfer on the basis of seniority, desire and classification. Location exchange between employees will be considered in such cases.

21.2 The employer agrees that in any movement of work not covered above in Article 22.1, the Employer will discuss the movement with the union in order to provide for the protection of the seniority of the employee involved.

21.3 In the event of a vacancy or a newly created position, employees shall be given the opportunity to transfer on the basis of seniority, qualifications and bonding requirements. In such

B. Second, the senior, qualified employee from outside the department in which the job vacancy occurs.

C. last at the discretion of the Township.

22.3 The Township shall establish the qualifications and so list them including the fact that there is or is not a test in the posting.

22.4 The senior qualified employee applying for the position shall be granted a four (4) week trial period to determine:

A. His/her desire to remain on the job.

B. His/her ability to perform the job.

22.5 At any time after the first week of the trial period, if the employer feels the employee will not be successful in fulfilling the requirements of the trial position, the employee may be returned to his original position.

22.6. In the even the senior applicant is denied the position, reasons for the denial shall be given in writing to such employees.

22.7. During the four (4) week trial period, the employee shall have the opportunity to revert back to his former position. If the employee is unsatisfactory in the new position, notice and reasons

ARTICLE 24

Work out of Classification

24.1 Employees required to work for four (4) or more hours in any one (1) day out of their classification shall be paid fifty (50%) percent of the difference between the two classifications for the hours so worked.

24.2 In the event a temporary vacancy occurs as a result of vacations, illness, or other types of leaves and the Township elects to fill the vacancy on a temporary basis with a current employee, the assignment shall be given to the senior qualified employee in the department where the vacancy occurs. Such employee shall receive fifty (50%) percent of the difference between the employee's present rate of pay and the higher classification pay for all hours worked in the higher classification.

ARTICLE 25

Leaves of absence

25.1 Leaves of absence without pay and without loss or gain of seniority may be granted or extended at the discretion of the

shall be submitted to the union in writing by the employer with a copy to the employee. The matter may then become a proper subject for the grievance procedure at Step II.

22.8. During the trial period, employees will receive the rate of the job they are performing at the proper increment except in those cases where the employees and probationary employees will be limited to applicable laws and regulations.

ARTICLE 23

Veteran Benefits

23.1 Employment Rights. Except as herein provided, the reemployment rights of employees and probationary employees will be limited to applicable laws and regulations.

23.2 Education Leave of Absence for Veterans. Employees who are reinstated in accordance with the Universal Military Training Act, as amended, and other applicable laws and regulations, will be granted leaves of absence for a period not to exceed a period equal to their seniority in order to attend school full time under applicable Federal laws in effect on the date of this Agreement.

Department Head. Denial of leaves of absence by the Department Head may be appealed to the Personnel Director.

A. The employee shall submit a written request to the Department Head for a leave stating the date to begin, the duration and the reason for the requested leave. The request shall be submitted thirty (30) days prior to the start of the leave except in an unanticipated emergency.

B. Unpaid leaves may be granted for the following reasons:

1. Physical or mental illness, subject to a two (2) year limitation and upon the submission of medical proof.
2. Prolonged illness of spouse, children or other members of household for a period of up to but not to exceed two (2) years.
3. Candidates for political office with the Township may take an unpaid leave commencing at least sixty (60) days prior to the election for which they are a candidate.

ARTICLE 26

Leave For Union Business

26.1 Members of the union elected to the union position or selected by the union to do work which takes them from their employment with the employer shall, at the written request of the union, receive temporary leaves of absence without pay, for periods not to exceed two (2) years or the term of office, whichever may be shorter, and upon their return shall be re-employed at work with accumulated seniority.

26.2 Members of the union that are elected to attend the conventions of the Teamsters will be granted a temporary leave of absence without pay, but with no loss of seniority or benefits during the leave.

ARTICLE 27

Sick Leave

27.1 Each employee shall be entitled to sick leave, with pay, for any illness or non-work related injury, up to 60 consecutive calendar days for each illness or injury.

27.2 An employee on sick leave shall be deemed to be on continued employment for purposes of computing all benefits. Sick days shall be construed as days worked.

27.3 After three (3) consecutive days of absence or upon indication of sick time abuse, the employer may request reasonable verification of illness. Upon five (5) consecutive days of absence the employee may be required to be examined by a Township selected physician at the Township's expense.

27.4 The accrued sick time as of the end of the pay-period following ratification by both parties to this Agreement shall be paid to the employee under the following schedule:

- A. Each employee's payoff shall be determined by multiplying one-half (1/2) of the accrued sick time hours (a maximum of 800 hours) by the employee's rate of pay as of the date of ratification of this Agreement by both parties.
- B. If the pay-off is \$1,500 or less, payment will be made in one lump sum within 45 days after ratification by both parties.
- C. If the pay-off is between \$1,501 and \$4,999, payment shall be made in annual installments of \$1,000 per year commencing within 45 days after

ratification by both parties, provided that the final installment shall be only for the balance then due.

- D. If the pay-off is \$5,000 or more, payment will be made in five (5) equal annual installments commencing within 45 days after ratification by both parties.
- E. At the employee's option, payments in accordance with the foregoing schedule may be delayed until date of retirement provided written notice of such election is made to the Township payroll office in writing within 15 days after ratification by both parties.
- F. In case of death of the employee the entire remaining balance of the payoff, if any, shall be immediately paid in full to the beneficiary.

ARTICLE 28

Personal Leave

28.1 A seniority employee shall be entitled to a maximum of three (3) personal days with pay per year, non-accumulative, under the following conditions:

- A. Personal days may be taken at the employee's own discretion, with no reason need be given the employer.
- B. These days shall not be used in conjunction with a holiday or holiday weekend or with a vacation.
- C. Three (3) work days advance notice must be given the employer, and will be granted considering the wishes of the employee and efficiency of the operation of the department concerned.
- D. Advance notification will be waived in those cases of medical emergency requiring hospitalization of spouse or child.
- E. Personal days may be taken in one (1) hour increments.

ARTICLE 29

Funeral Leave

29.1 An employee may be allowed up to five (5) working days as

funeral leave days for a death in the immediate family, for tending to funeral arrangements and attending the funeral.

29.2 The immediate family is to be defined as follows: mother, father, wife, husband, son, daughter, mother-in-law, or father-in-law.

29.3 An employee may be allowed up to three (3) working days as funeral leave days for the death of one of the following family members: sister, brother, grandchild, grandparent, or a member of the employee or spouse's household.

29.4 The employee may be allowed one (1) funeral leave day for: aunt, uncle, niece or nephew of blood relation, sister-in-law or brother-in-law.

29.5 An employee selected to be a pall-bearer for a deceased employee will be allowed the necessary time, not to exceed one (1) day, to attend the funeral with pay.

29.6 The chief steward, or his/her representative, shall be allowed time necessary to attend the funeral in the case of the death of a Township employee or employee's immediate family without loss of time or pay, for the exclusive purpose of attending the funeral but not to exceed one (1) day.

29.7 The employer may grant additional bereavement time for

extenuating circumstances. These additional days shall be charged to the employee in the following order:

- A. Personal days;
- B. Vacation days; and
- C. Days off without pay.

ARTICLE 30

Longevity Pay

30.1 Longevity pay will be paid to employees hired prior to January 1, 1982 according to the following schedule based on the years of service as an employee:

9 through 11 years	4%
12 through 14 years	5%
15 through 19 years	3%
20 years and over	10%

30.2 The above longevity will be paid only once a year prior to December 1st of each year, and will be paid in the accrued sum for the current fiscal year beginning January 1st through December 31st on the total base pay paid to the employee during the specified period. Payment will be made with a separate check.

30.3 To be eligible for the above longevity pay, the employee must have twelve (12), fifteen (15), or twenty (20) years, as the case may be, by his or her anniversary date of the year in which the longevity is to be paid.

30.4 In the case of the death of the employee, retirement, or resignation with satisfactory notice, longevity payments will be made on a prorated basis.

30.5 The Township and Union agree that the elimination of the foregoing longevity schedule shall not be the subject of future bargaining.

30.6 Employees in the bargaining unit at ratification of this Agreement hired on or after January 1, 1982, and prior to December 31, 1992, shall, if they have been employed for six or more years, or upon their sixth anniversary of employment with the Township, be paid a bonus of \$3,000 in lieu of future longevity payments. For current eligible employees, such payment shall be made prior to December 1, 1994, or, at the employee's option be contributed to the employee's deferred compensation plan, provided the employee

shall notify the Township payroll department in writing of this option within 60 days prior to payment date.

30.7 Employees hired on or after December 31, 1992, shall not be entitled to any longevity payments.

ARTICLE 31

Hours of Work

31.1 The first shift is any shift that regularly starts on or after 4:00 a.m. but before 2:00 p.m. The second shift is any shift that regularly starts on or after 2:00 p.m. but before 10:00 p.m. The third shift is any shift that regularly starts on or after 10:00 p.m. but before 4:00 a.m. A shift shall be considered a regular shift if it is a duration of at least seven (7) calendar days.

31.2 Employees will be granted a regular shift. Any other hours worked other than the regular shift will be paid at the rate of time and one-half. Any shift change shall be subject to a special conference.

31.3 Coffee Break. Employees may take a "coffee break" of fifteen (15) minutes in the a.m., also a "coffee break" of fifteen (15) minutes in the p.m. or fifteen (15) minutes in the first half and the second half of their regular shift, whichever may apply.

31.4 Inoperative days, as declared by the Township Supervisor shall be paid days.

ARTICLE 32

Shift Premium

32.1 Employees who regularly work on the second or third shift in those departments normally scheduled second or third shifts shall receive in addition to their regular pay: eight cents (\$.80) per hour second shift and one dollar and fifteen cents (\$1.15) per hour for third shift as additional compensation for assignment to said second or third shifts. An employee shall be considered on a regular shift after working the shift seven (7) consecutive calendar days.

32.2 An employee off work for any reasons (vacation, sick leave, etc.) shall not be paid for shift premium after seven (7) consecutive calendar days absent.

32.3 Library employees, other than the custodian, shall be exempt from shift premium.

ARTICLE 33

Overtime and/or Premium Pay

- 33.1 Time and one-half will be paid as follows:
- A. For all hours over regular shift in one day.
 - B. For Saturday work as such except where a shift starts on Friday and continues into Saturday.
 - C. For all hours in excess of regular work week.
- 33.2 Double time will be paid as follows:
- A. For all hours worked on holidays, as defined in this Agreement, in addition to regular pay for such holiday.
 - B. For all hours in excess of ten (10) hours when these ten (10) hours are worked consecutively on the same shift.
 - C. For all Sunday work.

D. Hours worked prior to shift starting time shall be included in the double time calculation provided the employee works over ten (10) consecutive hours without interruption. This does not include situations when an employee has sick leave time or similar lost time (but paid) during the consecutive hours.

33.3 Any employee whose regular work week includes Saturday and/or Sunday will not receive extra pay for working such days but shall receive time and one-half when working a sixth (6th) consecutive scheduled day in any one work week and shall receive double time when working a seventh (7th) consecutive day in any one work week.

33.4 Equalization of Overtime Hours. The parties recognize that employees expect that overtime opportunities will be uniformly available by department and classification and that it is the right of Management to schedule hours of work. Overtime will be allocated by department and classification to employees who volunteer without restriction on Management's right to assign if there are insufficient volunteers.

An overtime notification and assignment procedure will be developed by the employer and the union in accordance with the following guidelines. The employer and the union may mutually agree to revise the subject procedure during the term of this Agreement.

DEFINITIONS:

Scheduled - Overtime that is volunteered for and the employee is scheduled to work the overtime.

Assigned - Overtime that an employee is forced to work due to insufficient volunteers. Such hours shall not be added to the Overtime Equalization Card.

A. The employer will keep, by shift, an Overtime equalization Card for each employee on which overtime hours shall be recorded as they are worked.

B. Employees who refuse overtime shall also be charged with the total hours they could have worked had they not refused. Those hours will be recorded on the Overtime Equalization Card.

C. Employees who cannot be contacted and offered the overtime shall not be charged those hours on the Overtime Equalization Card.

D. All incidental overtime requiring an employee to stay past his/her normal shift shall not have the time recorded on the Overtime Equalization Card.

E. All employees who change shifts shall carry their overtime hours with them to their new shift.

Every January 1, all recorded overtime hours will be reduced to zero for all employees.

ADVANCED NOTICE OVERTIME:

A. Advanced notice overtime is defined as overtime the employer has knowledge of eight (8) hours or more in advance.

B. Supervisors will notify and request volunteers, with the employee having the lowest number of overtime hours scheduled first.

C. If an insufficient amount of employees volunteer to work the overtime, employees will be assigned to work the overtime, lowest department seniority employees assigned first.

D. Each successive assigned overtime will be made in a progression up the seniority ladder. (Ex. First assigned overtime: low seniority person forced to work, second assigned overtime: next low seniority person forced to work etc. (Continuous cycle).)

E. If more than one (1) employee requests overtime and they have the same number of low overtime hours recorded on the Overtime Equalization Card, the employee with the most departmental seniority will be offered the overtime first.

MINIMUM NOTICE OVERTIME:

A. Minimum notice overtime is defined as any overtime that arises with less than eight (8) hours notice.

B. The supervisor will first request volunteers who are already working previous to the shift the vacancy is on, with the employee having the lowest number of overtime hours recorded on the Overtime Equalization Card scheduled first.

C. If there are insufficient volunteers from the previous shift, overtime of four (4) hours or less shall be assigned to the lowest seniority employee from that shift.

D. If additional employees are needed or if the overtime is more than four (4) hours, the supervisor will solicit the overtime from the other shifts, with the employee

must be qualified to perform this duty, and in the event this minimum number requirement is not met with volunteers, qualified employees will be placed on the list in reverse order of seniority.

A. An additional sum of one hundred (\$100.00) dollars for that week, for compensation, to cover the inconvenience of making himself/herself available for duty at any time during said week.

33.6 An I.D. Technician will be included in the stand-by rotation as established in the Detective Bureau of the Police Department and payment will be \$100.00 per week for such assignment.

33.7 Minimum call-back. An employee who is off duty and is called to return to work shall be paid a minimum of two (2) hours pay or actual time worked, whichever is greater, at one and one-half (1 1/2) times the rate of his current hourly wage, except when such call-back is to commence on Sunday or designated holiday, when the rate shall be double the employee's current hourly wage.

having the lowest number of overtime hours scheduled first.

E. If an insufficient number of employees volunteer to work the overtime, employees will be assigned to work the overtime, lowest seniority employees assigned first.

F. Each successive assigned overtime will be made in a progression up the seniority ladder. (Ex. First assigned overtime: low seniority person forced to work; Second assigned overtime: next low seniority person forced to work, etc. (continuous cycle).)

G. If a vacancy occurs during a shift already working, the supervisor will first request volunteers from the next shift scheduled to work, with the employee having the lowest number of overtime hours scheduled first.

H. If more than one employee requests overtime and they have the same number of low overtime hours recorded on the Overtime Equalization Card, the employee with the most departmental seniority will be offered the overtime first.

33.5 A minimum of four (4) employees on stand-by duty for water and four (4) employees on stand-by duty for sewer shall be required to be on stand-by duty lists. These stand-by employees

ARTICLE 34

Compensatory Time

34.1 Compensatory Time. Employees working overtime have a choice of taking cash or compensatory time. Compensatory time over forty (40) hours must be taken within ninety (90) days or be paid. At no time can any comp time accumulation exceed eighty (80) hours.

ARTICLE 35

Holiday Provision

35.1 The thirteen (13) paid holidays for seniority employees are designated as follows:

1. New Years Day
2. Washington's Birthday
3. Good Friday
4. Memorial Day
5. Fourth of July
6. Labor Day
7. Columbus Day
8. Veteran's Day
9. Thanksgiving Day
10. Friday after Thanksgiving
11. Day before Christmas (December 24th)
12. Christmas Day
13. Day before New Year's Day (December 31st)

A. Employees who do not work on a holiday designated above will be paid their current rate based on a regular hourly pay for said holiday.

35.2 Should a designated holiday fall on Sunday, Monday shall be considered the holiday. Should a designated holiday fall on Saturday, Friday shall be considered the holiday.

35.3 An employee must work the scheduled work shift prior to and the scheduled work shift following a designated holiday in order to receive pay for the designated holiday unless on an excused absence (sick day, comp day, vacation) or unless on a full paid absence.

ARTICLE 36

Vacation

36.1 An employee may earn credit towards vacation with pay in accordance with the following schedule:

Start through 5th year - 12 days per year earned at 1 day per month.

6th year through 10th year - 18 days per year earned at 1 1/2 days per month.

11th year through 15th year - 24 days per year earned at 2 days per month.

16th year and over - maximum of 28 days per year earned at 2 1/3 days per month.

36.2 Vacation Requests. A request for the current year's vacation shall be submitted by February 1st each year, and vacations will be granted at such times during the year as are suitable, considering both the wishes of the employees and efficiency of the operation of the department concerned.

36.3 Posting. The schedule of the current year's vacation shall be posted in each department no later than March 1st of each year covering the period from March 1st to March 1st the following year.

36.4 Seniority. With regard to an employee's original request for a particular vacation period, where conflict exists with a department, preference shall be given the employee with seniority. Seniority shall not be considered on any subsequent request changing the time of vacation.

36.5 Probation. A probationary employee will not be credited with any vacation time. When an employee gains seniority status he/she shall be credited with vacation time retroactive to date of hire.

36.6 Scheduling. Vacation days may be scheduled in any multiples considering both the wishes of the employee and the efficient operation of the department concerned. A vacation day may be used in increments of four (4) hours or more.

36.7 Holiday. Vacation time will not be charged for a holiday that falls during an employee's vacation.

36.8 Working During Vacation. An employee requested by the employer to work during a regularly scheduled vacation shall be paid the regular rate of pay for such work in addition to vacation pay in the event such vacation cannot be rescheduled by mutual agreement of the employee and employer.

36.9 Sick or Injured. If an employee becomes ill and is under the care of a duly licensed physician during his vacation, his vacation will be rescheduled. In the event his incapacity continues through the year, he will be awarded payment in lieu of vacation.

36.10 Maximum Accumulation. A maximum of forty (40) days vacation may be postponed from one year to another and made accumulative, except that in any one year, at least one-half (1/2) of the vacation earned in that year must be taken or it shall be deemed waived and not subject to carry over. Newly hired employees may carry over vacation days earned within the first calendar year of employment.

36.11 Separation. The effective date of resignation, discharge or retirement shall be extended by the amount of days equal to the unused vacation days which the employee is entitled.

ARTICLE 37

Pay Advance

37.1 If a regular pay day falls during an employee's vacation, the employee may receive that paycheck before going on vacation, upon written request of at least three (3) weeks in advance of the beginning of the vacation.

37.2 Rate during vacation. Employees will be paid their current rate based on their regular scheduled day while on vacation and will receive credit for any benefits provided for in this Agreement.

ARTICLE 38

Miscellaneous

38.1 In case of death of an employee in this bargaining unit, the employees beneficiary or estate will receive any salary and or benefits that are contractually earned or accrued.

ARTICLE 39

Union Bulletin Boards

39.1 The employer will provide a bulletin board in the designated buildings set forth in this section which may be used by the union for posting notices of the following:

- A. Notices of recreational and social events.
- B. Notices of elections.
- C. Notices of results of elections.
- D. Notices of meetings.
- E. Teamsters Local 214 information.

39.2 The bulletin board shall not be used by the union for disseminating propaganda, and among other things shall not be used for posting or distributing pamphlets dealing with political matters.

39.3 The following buildings shall be designated for the posting of notices, including the posting of positions available under this Agreement:

- A. Waterford Township Hall - three (3)
- B. Waterford Township Police Station
- C. Waterford Township Facilities & Operations Building
- D. Waterford Township Water Department Garage
- E. Waterford Township Water Department Office Building
- F. Waterford Township Main Library
- G. Waterford Township Branch Library (C.A.I.)
- H. Fire Station #1
- I. Waterford Township Recreation Department Offices
- J. Park Maintenance Garage

ARTICLE 40

Jury Duty

40.1 An employee who serves on Jury Duty will be paid their regular rate of pay and upon receipt of any Jury Duty Pay, will promptly turn same over to the Township.

ARTICLE 41

Safety Committee

41.1 A safety committee of employees and the employers representatives is hereby established. This committee will include three (3) officers of the union and shall meet, upon the request of either party, not more than once a month during regular daytime working hours for the purpose of making recommendations to the employer. The employer shall establish the time and place of such meeting.

ARTICLE 42

Hospitalization Medical Coverage

42.1 Hospitalization. The base hospitalization insurance program of Blue Cross and Blue Shield Preferred Provider Plan shall be paid in full by the Township. It is the intention of the parties hereto to have the Township pay the total monthly premium for all eligible employees, including their spouse and children except for such dependents as would require an extra premium charge. The employees shall have the option of paying such extra

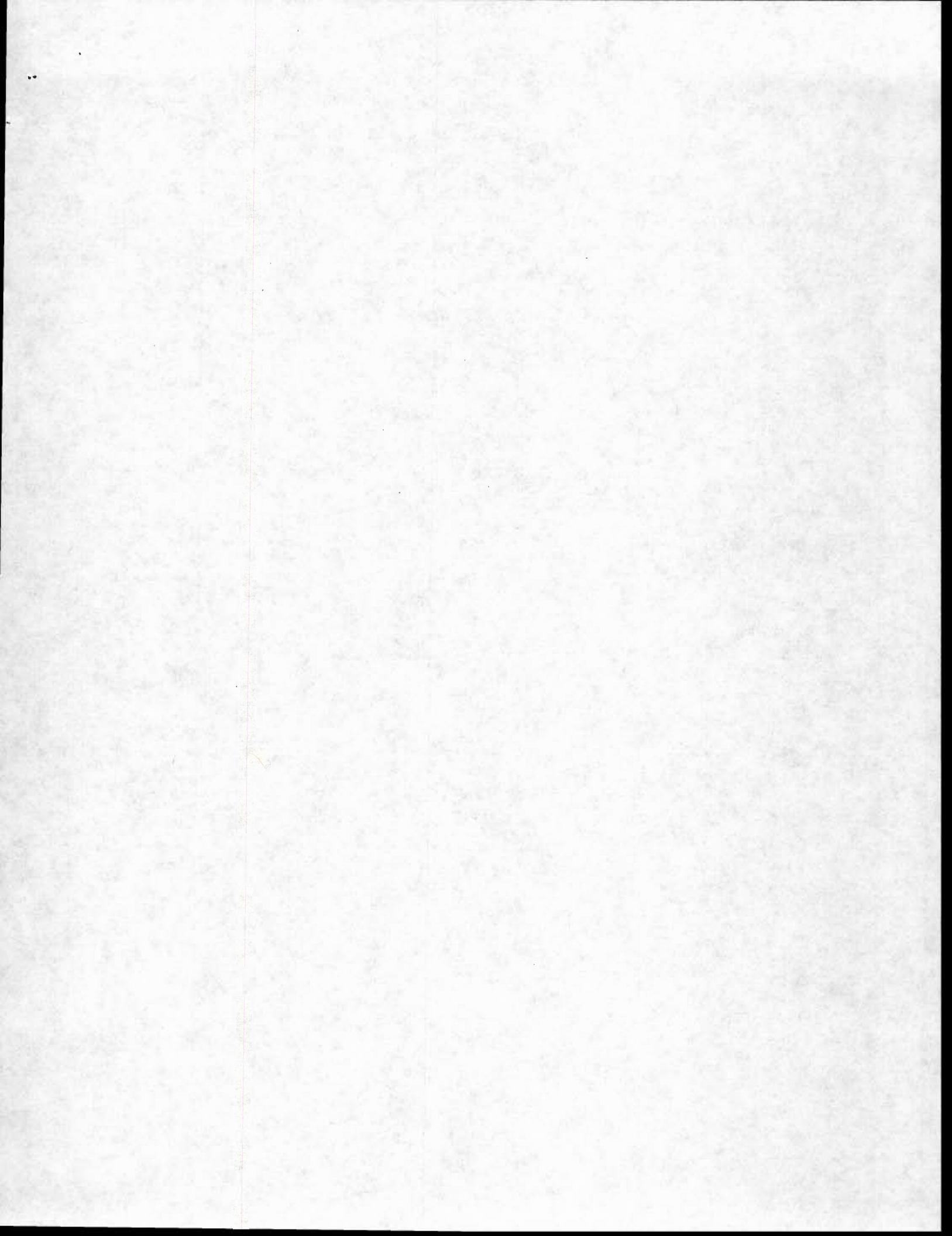
premium charge if desired. The employee base plan also includes a prescription drug plan with no prescription costing the employee more than \$5.00 and Blue Cross Master Medical Option IV. It is the intention of the parties that the change from conventional Blue Cross/Blue Shield to Blue Cross/Blue Shield PPO shall not reduce the benefit level coverage from the previous contract.

Employees may select the conventional Blue Cross/Blue Shield coverage, with \$2.00 prescription drug co-pay, provided the employee pays the additional cost above the basic coverage.

A. Probationary employees shall receive health insurance effective on the 10th day of the month following thirty (30) days of employment.

B. Employees who have health insurance provided to them through a spouse or by other means may elect to waive coverage and receive an annual payment of \$1,500. Should the employee lose his/her alternative coverage they may rejoin the township plan at any time provided they reimburse the township for the pro rated share of the \$1,500 payment.

C. The employee may elect at the annual open enrollment period to receive the hospitalization coverage options or the payment in lieu of coverage.



42.2 The conventional Blue Cross/ Blue Shield coverage with \$2.00 co-pay will be provided those employees who retire under the employee's retirement plan. The coverage so provided will continue until such retired employee becomes eligible for Blue Cross/Blue Shield M-65 coverage or age sixty-five (65), whichever first occurs. M-65 coverage will be furnished to all retired employees who have reached age sixty-five (65) and are covered by Medicare.

42.3 Dental. The employer agrees to pay the full premium for Delta Dental coverage Class I and II benefits at fifty (50%) percent with a six hundred (\$600.00) dollar maximum per person per contract year and Class III benefits at fifty (50%) percent with six hundred (\$600.00) dollar lifetime maximum for seniority employees and their eligible spouse and children.

A. The above coverage shall be effective on the billing date closest to the completion of their probationary period.

3. Effective January 1, 1995 the township will provide the above described dental coverage to all new retirees.

42.4 Optical. The Township shall provide each seniority employee, including eligible spouse and children, with an optical plan.

A. The above coverage shall be effective the billing date closest to the completion of their probationary period.

B. Effective January 1, 1995 the township will provide the above described optical coverage to all new retirees.

42.5 Probationary employees wishing to maintain Blue Cross-Blue Shield coverage from another contract, that is transferring to the Township contract, may do so by paying the full premium costs to the Township until the effective date of their Township paid coverage.

42.6 The Township can change insurance carriers where the union agrees that such change would provide comparable or better benefit coverage for employees.

ARTICLE 43

Workers' Compensation

43.1 On The Job Injury. Each employee will be covered by the applicable Workers' Compensation Laws and the employer further agrees that the employee being eligible for Workers' Compensation

will receive, in addition to his Workers' Compensation income, an amount to be paid by the employer sufficient to make up the difference between Workers' Compensation and his regular weekly gross income based on forty (40) hours, for a period of time not to exceed three (3) months from and after the first day for which he is legally entitled to weekly compensation under Workers' Compensation Law.

43.2 It is understood that payment of the supplement for a three (3) months period is for each new distinct and separate work incurred injury under Workers' Compensation and not a re-occurrence, aggravation or continuation of a prior injury, which shall not be the basis for extending the three (3) month period or to re-qualify an employee for another three (3) month period of supplemental benefits.

43.3 The employer shall not be obligated to pay any such difference to an employee who receives a cash settlement in lieu of weekly payments of compensation for compensable injury. It is further provided that the employer shall not be obligated to pay sick leave to an employee for any week for which the employee is legally entitled to Workers' Compensation for compensable injury.

43.4 The employer shall pay the full premium for Blue Cross-Blue Shield coverage as provided to regular employees, for an employee receiving Workers' Compensation for a period not to exceed six (6) months and, if necessary, an additional six (6) months

provided the employee pays one-half (1/2) of the premium cost. The criteria for determining such six (6) month periods shall be the same as above.

43.5 An employee on Workers' Compensation who returns to work shall not lose any seniority while off work.

ARTICLE 44

Life Insurance Coverage and AD&D

44.1 The employer agrees to pay the full premium of term life insurance for each employee through age 69, face value of one and one-half (1 1/2) times base salary while employed or for a period not to exceed three (3) months if laid off. An additional sum equal to the life insurance will be paid in case of accidental death.

44.2 At age 70, benefits will be reduced to sixty-five (65%) percent through age 74, and reduced to forty-five (45%) percent of benefits at age 75 and thereafter. This provision shall not apply to current employees age 70 or more, which employees shall be entitled to the benefits provided in Section 44.1.

ARTICLE 45

Long Term Disability

45.1 All full time seniority employees employed in the positions or classifications as defined, established and set forth in Schedule "A" of this Agreement are eligible to receive benefits under this section, except as otherwise limited herein.

45.2 In the event that an employee, eligible to receive long term disability benefits becomes injured, sick or disabled, so as to prevent him/her from engaging in his/her occupation, and requires the regular care and attendance of a legally qualified physician or surgeon, the employer shall pay benefits in an amount equal to three-fourth (3/4) of the employee's regular wage exclusive of overtime and shift premium pay, less deductions as required by Law, commencing on the sixty-first day after said employee's illness, injury or disability.

45.3 Benefit payments will be paid on regular employees payroll dates, and shall continue for a maximum of twelve (12) months from the last day the employee has worked, or until the employee returns to work, whichever is earlier.

45.4 No employee shall be eligible for the payment of benefits hereunder until a proper claim therefor has been presented to the Township, and the Township reserves the right and opportunity to have a physician of its choice examine the employee whose injury or sickness is the basis of a claim for benefits, when and as often as it may reasonably require during the pending of any claim hereunder.

45.5 Limitation and Exclusions:

A. No benefits shall be paid for any sickness or injury for which the employee is entitled to benefits under any Workers' Compensation or occupational disease law.

B. Benefit payment will be reduced by an amount received by the employee from any other sick and accident insurance policy, disability retirement program, regular retirement program, or social security payments.

C. No sick and accident benefits shall be provided while an employee is laid off, discharged, retired or receiving a pension from the Township.

D. No sick and accident benefits shall be provided for any loss caused by war or any act of war, whether declared or undeclared, or while in the service of the National Guard, or any military or naval services of any country.

45.6 An employee shall continue to gain seniority while receiving benefits and also receive family hospitalization for a period of ninety (90) days.

ARTICLE 46

Pensions

46.1 The existing "Pension Plan" shall continue to be provided for the employees covered by this Agreement as adopted by the Board of the Charter Township of Waterford effective September 1, 1966, as administered by the pension committee.

46.2 Credited service for retirement shall be governed by seniority under the provisions of the Retirement Systems Resolution.

A. Final Average Compensation (FAC) Eff. 12/30/89. The parties agree that for purposes of computing retirement benefits know as Average Final Compensation (AFC) shall be based on the highest three (3) of the last five (5) years of employment prior to retirement for all employees in the unit.

For purposes of computing retirement benefits, Final Average Compensations shall be determined based on either of the following options at the employee's election:

1. The last three consecutive years of employment from date of retirement, or

2. Any three of the last 5 calendar years of employment prior to retirement.

For purposes of calculation of annual compensation, any retroactive payments shall be considered part of the compensation in the year earned, and not necessarily in the year paid.

B. 2.25 Multiplier. Effective January 1, 1995, for all employees in the bargaining unit, the pension multiplier used to compute the annual pension shall be 2.25 per cent.

C. Military Service Credit. Effective 1/1/88, employees covered by this bargaining unit shall have the option of purchasing credited service toward pension rights herein for certain military service prior to employment with the Township. In order for an employee to be eligible, the following requirements must be met:

1. The employee must have entered the armed service of the United States before June 1, 1980.
2. The employee must have received an honorable discharge.

3. The allowable time that can be purchased can equal active duty time or less (years and months), but in no event can it exceed five (5) years (60 months).
4. An individual's purchase can be an amount less than actual military time, but cannot exceed actual time spent in military service (years and months).
5. The employee must contribute five percent (5%) of their prior year's base salary and longevity pay for each year purchased and/or fraction thereof.
6. The employee must make application with supporting documentation of military service prior to December 1st of the year in which they want the prior year's earnings used to determine their contribution amount.
7. Employees making this election will not have this time credited unless or until they have a minimum of ten (10) years regular credited service. Employees making this election and terminating employment for any reason, with less than the ten years will have this

contribution refunded to them (or their beneficiary in the event of death).

8. Payment for this election can be a lump sum payment or payroll deduction. Lump sum payments can be made at anytime as long as they are paid in advance, but cannot be deferred. Payroll deductions will be over a period of time not to exceed the comparable time being purchased. (Example: An employee purchasing 24 months of Military time shall have a like number of months to pay for it through bi-weekly payroll deductions.
9. In the event of the death or termination of an employee during this payroll deduction period, who has ten (10) or more years regular service, such employee will have any pension benefit computed on the basis of amount paid in up to the time of death or termination, along with regular credited service.
10. In the event that all or a portion of the military service occurring prior to employment is, or would be, credited under any other federal, state or local publicly supported retirement system, such service shall not be eligible for purchase herein by the employee.

D. Cost of pension system shall be paid by the employer.

E. The pension plan will include a "pop-up" option where upon the death of a spouse the employee's pension shall be recalculated by the Township's actuary as a result of the elimination of the spousal continuation.

ARTICLE 47

Tuition Reimbursement

47.1 The Township will reimburse an employee for costs of tuition and textbooks under the following terms and conditions:

A. All courses must be approved in advance by the Township Supervisor.

B. An employee must be enrolled in an educational program, from an accredited school, college or university, in a field related to their Township job, that will provide required expertise to the Township.

C. An employee must satisfactorily complete the course with a "C" average or better (or the equivalent of a "C" average if a numerical grading system.)

D. Reimbursement will be made upon submission, of evidence of satisfactory completion of each course to the Township.

E. Attendance at classes shall not, at any time, interfere with the normal work shift of an employee.

F. An employee shall reimburse the Township for costs paid by the Township if the employee quits employment with the Township under the following time schedule:

Within one (1) year of completion	100%
Within two (2) years of completion	75%
Within three (3) years of completion	50%
Within four (4) years of completion	25%
Within five (5) years of completion	0%

ARTICLE 48

Temporary and/or Part Time Employees

48.1

Temporary Employees.

- A. Temporary employees shall be defined as those employees hired on a temporary basis to work full time for a period not to exceed three (3) months in any one (1) year.
- B. The total number of temporary employees shall not exceed twenty (20) employees at any one time.
- C. Temporary employees will not be hired to regularly fill any job vacancy but will be used to supplement the regular work force when needed, except those vacancies listed in Leaves of Absence, which shall be for a period not to exceed the period of time granted the employee on leave.
- D. Any temporary employee continuing employment after three (3) months shall be deemed a full time employee and required to join the union or pay a service fee, and he/she shall not obtain any seniority until he/she has completed three (3) months as a full time employee.

E. Temporary employees working during the summer will be allowed to work a maximum of five (5) months. This period of summer months covers the period of April 15th through October 15th.

F. Temporary employees, during their employment under such status, are not entitled to compensation or fringe benefits other than their rate of pay.

G. Temporary employees shall not be worked overtime in place of full time employees.

48.2

Part Time Employees.

A. Part time employees shall be defined as those employees hired on a part time basis and shall not work more than twenty (20) hours per week, with the exception of those students of regular school breaks who can work a maximum of 37 1/2 hours in any one week and 1100 hours in any 12 month period.

B. The total number of part time employees shall not exceed fifteen (15%) percent of the total work force covered by this Agreement at any one time, exclusive of the police cadets, library employees and recreation department employees.

C. Employees hired part time in the Recreation Department may work in excess of twenty (20) hours per week; provided that such employment may not continue on a part time basis for more than fifteen hundred (1500) hours in any twelve (12) month period.

D. It is agreed that the employer may have in addition to the above temporary employees, such employees that are needed at election time, none of whom shall be hired for a period of time to exceed three (3) days.

E. Part time employees, during their employment under such status, are not entitled to compensation or fringe benefits other than their rate of pay.

F. Part time employees shall not be worked overtime in place of full time employees.

ARTICLE 49

Classification Review

Employees shall have an annual opportunity to request a classification change.

A. Request shall be submitted in writing through the union to the township on forms provided by the township.

B. Request shall be submitted between May 1 and May 31 of each year.

C. The township shall meet with the union to discuss the merits of the request. The Township shall respond to the request no later than July 15, such response shall be in writing to the union.

D. Denials of classification changes shall not be subject to the grievance procedure but may be submitted to an advisory panel comprised of one member appointed by the Union, one member appointed by the Employer and a third member mutually agreed upon by the two (2) appointed members.

E. This article shall be subject to reopening at the request of either party.

ARTICLE 50

Classifications and Wages

50.1

Wages: See attached Schedule "A".

50.2 Salary increments for all newly hired full time employees: The employer agrees to the following procedure for steps in the wage scale for all full time employees hired after the effective date of this Agreement.

Starting salary - 85% of then current wage classification.

After six months - 90% of then current wage classification.

After one year - 95% of then current wage classification.

After two years - 100% of then current wage classification.

50.3 Employees promoted shall receive the increment that would put their new wage at the increment above their present wage and then progress according to the schedule above. Those employees who are at 100% of their current wage classification will progress to the maximum of the new classification on the basis of the following formula and schedule:

A. New classification at the 100% wage, minus the old classification at the 100% wage equals the differential.

Starting	50% of Differential
Beginning 5th month	75% of Differential
Beginning 9th month	100% or Maximum of Differential

50.4 Any employee who was paid at the 100% increment was assigned to another classification during the period of the January 1, 1977-December 31, 1979 contract will continue to be paid at 100% increment in the future when temporarily and permanently transferred to that classification.

50.5 All other temporary transfers (Article 25.2) will be paid on the basis of paragraph 50.2 or 50.3, whichever is applicable. Credit for time worked in a classification for the preceding two (2) years will be credited to the employee if promoted to that classification.

50.6 An employee promoted may attain the one hundred (100%) percent increment any time during eighteen (18) months after the date of promotion but in any case shall not require more than eighteen (18) months (maximum) to attain the one hundred (100%) percent increment.

50.7 When a new job or classification is placed in the unit and cannot be properly placed in an existing classification, the employer will notify the union prior to establishing a classification and rate structure. In the event the union does not agree that the rate is proper, it shall be subject to negotiations.

ARTICLE 51

Management Rights

51.1 It is understood and agreed that the employer has all the customary and usual rights, powers, functions and authority of management except as those rights, powers, functions and authority are specifically abridged or modified by this Agreement.

51.2 The union recognizes the employer's right to manage its affairs and direct its work force and within the existing framework of the Statutes of the State of Michigan to maintain the Township of Waterford in the County of Oakland as efficiently and at the lowest possible cost consistent with fair labor standards.

ARTICLE 52

Maintenance of Standards

52.1 The employer agrees that all customary and usual conditions of employment in its individual operation relating to general working conditions and other customary and usual conditions of employment excluding wages and hours of work, shall be maintained at not less than the highest standards in effect at the

time of the signing of this Agreement, and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this Agreement. It is agreed that the provisions of this section shall not apply to inadvertent or bona fide errors made by the employer or the union in applying the terms and conditions of this Agreement if such error is correct within ninety (90) days from the date of the error. No other employee shall be bound by the voluntary acts of another employee when he/she may exceed the terms of this Agreement.

52.2 Any disagreement between the union and the employer with respect to this matter shall be subject for the grievance procedure.

ARTICLE 53

Savings Clause

53.1 If any article or section of this contract or any riders thereto should be held invalid by operation of 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 contract and any rider thereto, or the application of such article or sections to persons or circumstances

other than those as to which it has been held invalid or to which compliance with or enforcement of has been restrained, shall not be affected thereby.

53.2 In the event that any article or section is held invalid or enforcement of or compliance with which has been restrained, as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations, upon the request of the union, for the purpose of arriving at a mutually satisfactory replacement for such article or section during the period of invalidity or restraint. If the parties do not agree on the mutually satisfactory replacement, either party shall be permitted all legal or economic recourse in support of its demands notwithstanding any provision of this contract to the contrary.

ARTICLE 54

Duration

54.1 This Agreement shall be effective as of January 1, 1993 and shall continue in full force and effect until 11:59 p.m. December 31, 1996.

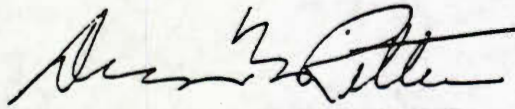
54.2 If either party desires to terminate this Agreement it shall, sixty (60) days prior to the termination date, give written notice of termination. If either party shall give notice of

amendment, as hereinafter provided, or if each party giving notice of termination, withdraws the same prior to termination date, the agreement shall continue in effect year to year thereafter subject to notice of termination of either party on sixty (60) days written notice prior to the current years termination date.

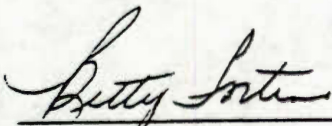
54.3 If either party desires to modify or change this Agreement, it shall, sixty (60) days prior to August 1st of each year, give written notice of amendment, in which event the notice of amendment shall set forth the nature of the amendment or amendments desired. If notices of amendment of this Agreement has been given in accordance with this paragraph, the Agreement may be terminated by either party on ten (10) days written notice of termination prior to termination date. Any amendments that may be agreed upon shall become and be a part of this Agreement without modifying or changing any other terms of this Agreement.

54.4 Notice of Termination or Modification. Notice shall be in writing and shall be sufficient if sent by certified mail addressed to Teamsters Local 214, 2825 Trumbull Avenue, Detroit, Michigan 48216-1290; and if to the employer addressed to Charter Township of Waterford, 5200 Civic Center Drive, Waterford, Michigan 48329; or to any such address as the union or the employer may make available to each other.

TOWNSHIP OF WATERFORD



Dennis Ritter
Township Supervisor

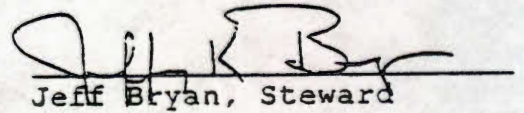


Betty Fortino
Township Clerk

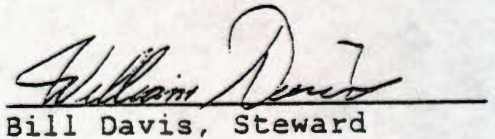
TEAMSTERS STATE, COUNTY AND
MUNICIPAL WORKERS LOCAL 214



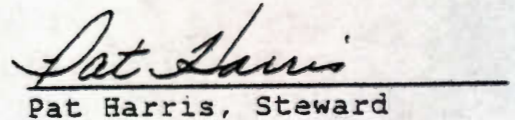
Les Barrett
Business Representative



Jeff Bryan, Steward



Bill Davis, Steward



Pat Harris, Steward

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TEAMSTERS BASE HOURLY RATES 1/01/1994 (0% '93, +3% OF '92)

	85%	90%	95%	100%
ACCOUNT CLERK 1	9.46	10.02	10.57	11.13
ACCOUNT CLERK 11	10.83	11.47	12.10	12.74
ANIMAL CONTROL OFFICER	11.10	11.75	12.41	13.06
ASSESSING CLERK I	9.12	9.66	10.19	10.73
ASSESSING RECORDS COORD.	10.83	11.47	12.10	12.74
ASSESSOR AIDE	10.20	10.80	11.40	12.00
ASSESSOR LEVEL 1	11.06	11.71	12.36	13.01
ASSESSOR LEVEL 11	12.05	12.76	13.47	14.18
ASSESSOR LEVEL 111	13.57	14.37	15.17	15.97
CEMETERY SEXTON	11.51	12.19	12.86	13.54
CHIEF BLDG INSPECTOR	14.31	15.15	15.99	16.83
CHIEF ENGR INSPECTOR	14.31	15.15	15.99	16.83
CIVIL ENGINEER	13.63	14.43	15.23	16.03
CODE ENFORCEMENT OFFICER	13.04	13.81	14.57	15.34
CONSTRUCTION INSPECTOR 1	11.68	12.37	13.05	13.74
CONSTRUCTION INSPECTOR 11	13.00	13.76	14.53	15.29
CREW LEADER	11.51	12.19	12.86	13.54
CREW LEADER - UTILITIES	12.04	12.74	13.45	14.16
CRIME SCENE INVESTGTR 1	13.63	14.43	15.23	16.03
CRIME SCENE INVESTGTR 11	15.16	16.05	16.94	17.83
CUSTODIAN	10.11	10.70	11.30	11.89
DEPARTMENTAL AIDE	11.99	12.70	13.40	14.11
DISTRIB FOREMAN TRAINEE	13.04	13.81	14.57	15.34
DISTRIBUTION SUPERVISOR	13.04	13.81	14.57	15.34
ELECTRICAL JOURNEYMAN	13.49	14.28	15.08	15.87
ELECTRICAL APPRENTICE	12.55	13.28	14.02	14.76
ELECTRONICS TECHNICIAN	14.47	15.32	16.17	17.02
ENGINEERING AIDE	13.36	14.15	14.93	15.72
FACILITIES MAINT TECH	12.55	13.28	14.02	14.76
FOREMAN OF GROUNDS	13.04	13.81	14.57	15.34
INFO SYSTEMS CLERK	9.17	9.71	10.25	10.79
INSPECTOR	13.63	14.43	15.23	16.03
INVENTORY CLERK	10.20	10.80	11.40	12.00
LIBRARIAN 1	10.83	11.47	12.10	12.74
LIBRARIAN 11	11.36	12.02	12.69	13.36
LIBRARY AIDE	9.61	10.18	10.74	11.31
LIBRARY CLERK	9.12	9.66	10.19	10.73
MAINTENANCE WORKER	10.48	11.10	11.71	12.33
MECHANIC	12.04	12.74	13.45	14.16
MECHANIC HELPER	10.11	10.70	11.30	11.89
METER READER - MAINT	10.20	10.80	11.40	12.00
METER REPAIR	10.80	11.44	12.07	12.71
ORDINACE COMP. INSPECTOR	11.10	11.75	12.41	13.06
PARKS & REC. ATTENDANT	9.12	9.66	10.19	10.73
PARKS & REC. COORDINATOR	11.32	11.99	12.65	13.32
PAYROLL BENEFITS CLERK	11.11	11.76	12.42	13.07
PLANNER 1	12.81	13.56	14.32	15.07
PLAN. & COMM. DEV. AIDE	9.12	9.66	10.19	10.73
REHABILITATION COUNSELOR	12.39	13.12	13.85	14.58
SENIOR CITIZEN AIDE	9.12	9.66	10.19	10.73
SEWER DEPT. FOREMAN	13.04	13.81	14.57	15.34
SEWER PUMP ST. OPER. 1	10.79	11.42	12.06	12.69
SEWER PUMP ST. OPER. 11	12.04	12.74	13.45	14.16
STENO - CLERK	10.83	11.47	12.10	12.74
SWITCHBOARD OPERATOR	9.12	9.66	10.19	10.73
TYPIST-CLERK 1	9.12	9.66	10.19	10.73
TYPIST-CLERK 11	9.36	10.44	11.02	11.60
UTILITIES COORDINATOR	12.27	13.00	13.72	14.44
UTILITIES INSPECTOR	13.04	13.81	14.57	15.34
UTILITY BILLING COORD	11.41	12.08	12.75	13.42
UTILITY MAINT. WORKER	10.11	10.70	11.30	11.89
UTILITY SERVICE PERSON	11.16	11.82	12.47	13.13
WATER METER SUPERVISOR	11.16	11.82	12.47	13.13
WATER SUPPLY FOREMAN	13.04	13.81	14.57	15.34
WATER SUPPLY OPERATOR 1	10.79	11.42	12.06	12.69
WATER SUPPLY OPERATOR 11	12.04	12.74	13.45	14.16

TEAMSTERS BASE HOURLY RATES 7/01/1994 (2% OVER 1/1/94)

	85%	90%	95%	100%
ACCOUNT CLERK 1	9.65	10.22	10.78	11.35
ACCOUNT CLERK 11	11.04	11.69	12.34	12.99
ANIMAL CONTROL OFFICER	11.32	11.99	12.65	13.32
ASSESSING CLERK I	9.30	9.85	10.39	10.94
ASSESSING RECORDS COORD.	11.04	11.69	12.34	12.99
ASSESSOR AIDE	10.40	11.02	11.63	12.24
ASSESSOR LEVEL 1	11.28	11.94	12.61	13.27
ASSESSOR LEVEL 11	12.29	13.01	13.74	14.46
ASSESSOR LEVEL 111	13.85	14.66	15.48	16.29
CEMETERY SEXTON	11.74	12.43	13.12	13.81
CHIEF BLDG INSPECTOR	14.59	15.45	16.31	17.17
CHIEF ENGR INSPECTOR	14.59	15.45	16.31	17.17
CIVIL ENGINEER	13.90	14.72	15.53	16.35
CODE ENFORCEMENT OFFICER	13.50	14.09	14.87	15.65
CONSTRUCTION INSPECTOR 1	11.91	12.61	13.31	14.01
CONSTRUCTION INSPECTOR 11	13.26	14.04	14.82	15.60
CREW LEADER	11.74	12.43	13.12	13.81
CREW LEADER - UTILITIES	12.27	13.00	13.72	14.44
CRIME SCENE INVESTGTR 1	13.90	14.72	15.53	16.35
CRIME SCENE INVESTGTR 11	15.46	16.37	17.28	18.19
CUSTODIAN	10.31	10.92	11.52	12.13
DEPARTMENTAL AIDE	12.23	12.95	13.67	14.39
DISTRIB FOREMAN TRAINEE	13.50	14.09	14.87	15.65
DISTRIBUTION SUPERVISOR	13.30	14.09	14.87	15.65
ELECTRICAL JOURNEYMAN	13.76	14.57	15.38	16.19
ELECTRICAL APPRENTICE	12.80	13.55	14.31	15.06
ELECTRONICS TECHNICIAN	14.76	15.62	16.49	17.36
ENGINEERING AIDE	13.65	14.43	15.23	16.03
FACILITIES MAINT TECH	12.80	13.55	14.31	15.06
FOREMAN OF GROUNDS	13.50	14.09	14.87	15.65
INFO SYSTEMS CLERK	9.36	9.91	10.46	11.01
INSPECTOR	13.90	14.72	15.53	16.35
INVENTORY CLERK	10.40	11.02	11.63	12.24
LIBRARIAN 1	11.04	11.69	12.34	12.99
LIBRARIAN 11	11.59	12.27	12.95	13.63
LIBRARY AIDE	9.81	10.39	10.96	11.54
LIBRARY CLERK	9.30	9.85	10.39	10.94
MAINTENANCE WORKER	10.69	11.32	11.95	12.58
MECHANIC	12.27	13.00	13.72	14.44
MECHANIC HELPER	10.31	10.92	11.52	12.13
METER READER - MAINT	10.40	11.02	11.63	12.24
METER REPAIR	11.02	11.66	12.31	12.96
ORDINACE COMP. INSPECTOR	11.52	11.99	12.65	13.32
PARKS & REC. ATTENDANT	9.30	9.85	10.39	10.94
PARKS & REC. COORDINATOR	11.55	12.23	12.91	13.59
PAYROLL BENEFITS CLERK	11.33	12.00	12.66	13.33
PLANNER 1	13.06	13.83	14.60	15.37
PLAN. & COMM. DEV. AIDE	9.30	9.85	10.39	10.94
REHABILITATION COUNSELOR	12.64	13.38	14.13	14.87
SENIOR CITIZEN AIDE	9.30	9.85	10.39	10.94
SEWER DEPT. FOREMAN	13.50	14.09	14.87	15.65
SEWER PUMP ST. OPER. 1	11.00	11.65	12.29	12.94
SEWER PUMP ST. OPER. 11	12.27	13.00	13.72	14.44
STENO - CLERK	11.04	11.69	12.34	12.99
SWITCHBOARD OPERATOR	9.30	9.85	10.39	10.94
TYPIST-CLERK 1	9.30	9.85	10.39	10.94
TYPIST-CLERK 11	10.06	10.65	11.24	11.83
UTILITIES COORDINATOR	12.52	13.26	13.99	14.73
UTILITIES INSPECTOR	13.50	14.09	14.87	15.65
UTILITY BILLING COORD	11.64	12.32	13.01	13.69
UTILITY MAINT. WORKER	10.31	10.92	11.52	12.13
UTILITY SEVICE PERSON	11.38	12.05	12.72	13.39
WATER METER SUPERVISOR	11.58	12.05	12.72	13.39
WATER SUPPLY FOREMAN	13.50	14.09	14.87	15.65
WATER SUPPLY OPERATOR 1	11.00	11.65	12.29	12.94
WATER SUPPLY OPERATOR 11	12.27	13.00	13.72	14.44

TELECOMMUNICATIONS BASE HOURLY RATES 1/01/1995 (2% OVER 7/1/94)

	85%	90%	95%	100%
ACCOUNT CLERK I	9.84	10.42	11.00	11.58
ACCOUNT CLERK II	11.26	11.93	12.59	13.25
ANIMAL CONTROL OFFICER	11.55	12.23	12.91	13.59
ASSESSING CLERK I	9.49	10.04	10.60	11.16
ASSESSING RECORDS COORD.	11.26	11.93	12.59	13.25
ASSESSOR AIDE	10.61	11.23	11.86	12.48
ASSESSOR LEVEL I	11.51	12.19	12.86	13.54
ASSESSOR LEVEL II	12.54	13.28	14.01	14.75
ASSESSOR LEVEL III	14.13	14.96	15.79	16.62
CEMETERY SEXTON	11.98	12.68	13.39	14.09
CHIEF BLDG INSPECTOR	14.88	15.76	16.63	17.51
CHIEF ENGR INSPECTOR	14.88	15.76	16.63	17.51
CIVIL ENGINEER	14.18	15.01	15.85	16.68
CODE ENFORCEMENT OFFICER	13.57	14.36	15.16	15.96
CONSTRUCTION INSPECTOR I	12.15	12.86	13.58	14.29
CONSTRUCTION INSPECTOR II	13.52	14.32	15.11	15.91
CREW LEADER	11.98	12.68	13.39	14.09
CREW LEADER - UTILITIES	12.52	13.26	13.99	14.73
CRIME SCENE INVESTGTR I	14.18	15.01	15.85	16.68
CRIME SCENE INVESTGTR II	15.77	16.70	17.62	18.55
CUSTODIAN	10.51	11.15	11.75	12.37
DEPARTMENTAL AIDE	12.48	13.21	13.95	14.68
DISTRIB FOREMAN TRAINEE	13.57	14.36	15.16	15.96
DISTRIBUTION SUPERVISOR	13.57	14.36	15.16	15.96
ELECTRICAL JOURNEYMAN	14.03	14.86	15.68	16.51
ELECTRICAL APPRENTICE	13.06	13.82	14.59	15.36
ELECTRONICS TECHNICIAN	15.05	15.94	16.82	17.71
ENGINEERING AIDE	13.90	14.72	15.53	16.35
FACILITIES MAINT TECH	13.06	13.82	14.59	15.36
FOREMAN OF GROUNDS	13.57	14.36	15.16	15.96
INFO SYSTEMS CLERK	9.55	10.11	10.67	11.23
INSPECTOR	14.18	15.01	15.85	16.68
INVENTORY CLERK	10.61	11.23	11.86	12.48
LIBRARIAN I	11.26	11.93	12.59	13.25
LIBRARIAN II	11.82	12.51	13.21	13.90
LIBRARY AIDE	10.00	10.59	11.18	11.77
LIBRARY CLERK	9.49	10.04	10.60	11.16
MAINTENANCE WORKER	10.91	11.55	12.19	12.83
MECHANIC	12.52	13.26	13.99	14.73
MECHANIC HELPER	10.51	11.13	11.75	12.37
METER READER - MAINT	10.61	11.23	11.86	12.48
METER REPAIR	11.24	11.90	12.56	13.22
ORDINANCE COMP. INSPECTOR	11.55	12.23	12.91	13.59
PARKS & REC. ATTENDANT	9.49	10.04	10.60	11.16
PARKS & REC. COORDINATOR	11.78	12.47	13.17	13.86
PAYROLL BENEFITS CLERK	11.56	12.24	12.92	13.60
PLANNER I	13.33	14.11	14.90	15.68
PLAN. & COMM. DEV. AIDE	9.49	10.04	10.60	11.16
REHABILITATION COUNSELOR	12.89	13.65	14.41	15.17
SENIOR CITIZEN AIDE	9.49	10.04	10.60	11.16
SEWER DEPT. FOREMAN	13.57	14.36	15.16	15.96
SEWER PUMP ST. OPER. I	11.22	11.88	12.54	13.20
SEWER PUMP ST. OPER. II	12.52	13.26	13.99	14.73
STENO - CLERK	11.26	11.93	12.59	13.25
SWITCHBOARD OPERATOR	9.49	10.04	10.60	11.16
TYPIST - CLERK I	9.49	10.04	10.60	11.16
TYPIST - CLERK II	10.26	10.86	11.47	12.07
UTILITIES COORDINATOR	12.77	13.52	14.27	15.02
UTILITIES INSPECTOR	13.57	14.36	15.16	15.96
UTILITY BILLING COORD	11.87	12.56	13.25	13.96
UTILITY MAINT. WORKER	10.51	11.13	11.75	12.37
UTILITY SERVICE PERSON	11.61	12.29	12.98	13.66
WATER METER SUPERVISOR	11.61	12.29	12.98	13.66
WATER SUPPLY FOREMAN	13.57	14.36	15.16	15.96
WATER SUPPLY OPERATOR I	11.22	11.88	12.54	13.20
WATER SUPPLY OPERATOR II	12.52	13.26	13.99	14.73

TEAMSTERS BASE HOURLY RATES 1/01/1996 (3% OVER 1/1/95)

	85%	90%	95%	100%
ACCOUNT CLERK 1	10.14	10.74	11.33	11.93
ACCOUNT CLERK 11	11.60	12.29	12.97	13.65
ANIMAL CONTROL OFFICER	11.90	12.60	13.30	14.00
ASSESSING CLERK I	9.77	10.34	10.92	11.49
ASSESSING RECORDS COORD.	11.60	12.29	12.97	13.65
ASSESSOR AIDE	10.92	11.57	12.21	12.85
ASSESSOR LEVEL 1	11.86	12.56	13.25	13.95
ASSESSOR LEVEL 11	12.91	13.67	14.43	15.19
ASSESSOR LEVEL 111	14.55	15.41	16.26	17.12
CEMETERY SEXTON	12.33	13.06	13.78	14.51
CHIEF BLDG INSPECTOR	15.33	16.24	17.14	18.04
CHIEF ENGR INSPECTOR	15.33	16.24	17.14	18.04
CIVIL ENGINEER	14.60	15.46	16.32	17.18
CODE ENFORCEMENT OFFICER	13.97	14.80	15.62	16.44
CONSTRUCTION INSPECTOR 1	12.51	13.25	13.98	14.72
CONSTRUCTION INSPECTOR 11	13.93	14.75	15.57	16.39
CREW LEADER	12.33	13.06	13.78	14.51
CREW LEADER - UTILITIES	12.89	13.65	14.41	15.17
CRIME SCENE INVESTGTR 1	14.60	15.46	16.32	17.18
CRIME SCENE INVESTGTR 11	16.24	17.20	18.15	19.11
CUSTODIAN	10.83	11.47	12.10	12.74
DEPARTMENTAL AIDE	12.85	13.61	14.36	15.12
DISTRIB FOREMAN TRAINEE	13.97	14.80	15.62	16.44
DISTRIBUTION SUPERVISOR	13.97	14.80	15.62	16.44
ELECTRICAL JOURNEYMAN	14.46	15.31	16.16	17.01
ELECTRICAL APPRENTICE	13.45	14.24	15.03	15.82
ELECTRONICS TECHNICIAN	15.50	16.42	17.33	18.24
ENGINEERING AIDE	14.31	15.16	16.00	16.84
FACILITIES MAINT TECH	13.45	14.24	15.03	15.82
FOREMAN OF GROUNDS	13.97	14.80	15.62	16.44
INFO SYSTEMS CLERK	9.83	10.41	10.99	11.57
INSPECTOR	14.60	15.46	16.32	17.18
INVENTORY CLERK	10.92	11.57	12.21	12.85
LIBRARIAN 1	11.60	12.29	12.97	13.65
LIBRARIAN 11	12.17	12.89	13.60	14.32
LIBRARY AIDE	10.30	10.91	11.51	12.12
LIBRARY CLERK	9.77	10.34	10.92	11.49
MAINTENANCE WORKER	11.23	11.89	12.55	13.21
MECHANIC	12.89	13.65	14.41	15.17
MECHANIC HELPER	10.83	11.47	12.10	12.74
METER READER - MAINT	10.92	11.57	12.21	12.85
METER REPAIR	11.58	12.26	12.94	13.62
ORDNACE COMP. INSPECTOR	11.90	12.60	13.30	14.00
PARKS & REC. ATTENDANT	9.77	10.34	10.92	11.49
PARKS & REC. COORDINATOR	12.14	12.85	13.57	14.28
PAYROLL BENEFITS CLERK	11.91	12.61	13.31	14.01
PLANNER 1	13.73	14.54	15.34	16.15
PLAN. & COMM. DEV. AIDE	9.77	10.34	10.92	11.49
REHABILITATION COUNSELOR	13.29	14.07	14.85	15.63
SENIOR CITIZEN AIDE	9.77	10.34	10.92	11.49
SEWER DEPT. FOREMAN	13.97	14.80	15.62	16.44
SEWER PUMP ST. OPER. 1	11.56	12.24	12.92	13.60
SEWER PUMP ST. OPER. 11	12.89	13.65	14.41	15.17
STENO - CLERK	11.60	12.29	12.97	13.65
SWITCHBOARD OPERATOR	9.77	10.34	10.92	11.49
TYPIST-CLERK 1	9.77	10.34	10.92	11.49
TYPIST-CLERK 11	10.57	11.19	11.81	12.43
UTILITIES COORDINATOR	13.15	13.92	14.70	15.47
UTILITIES INSPECTOR	13.97	14.80	15.62	16.44
UTILITY BILLING COORD	12.22	12.94	13.66	14.38
UTILITY MAINT. WORKER	10.83	11.47	12.10	12.74
UTILITY SERVICE PERSON	11.96	12.66	13.37	14.07
WATER METER SUPERVISOR	11.96	12.66	13.37	14.07
WATER SUPPLY FOREMAN	13.97	14.80	15.62	16.44
WATER SUPPLY OPERATOR 1	11.56	12.24	12.92	13.60
WATER SUPPLY OPERATOR 11	12.89	13.65	14.41	15.17