

1971

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Michigan State University  
JAN 17 1975

*Union, City of*

A G R E E M E N T

THIS AGREEMENT, Made and entered into this 11<sup>th</sup> day of July, 1968, by and between the CITY OF IONIA, located at Ionia, Michigan (hereinafter termed the "Employer"), and No. 214, affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN & HELPERS OF AMERICA, located at 2801 Trumbull Avenue, Detroit, Michigan (hereinafter called the "Union").

WHEREAS, both parties are desirous of preventing strikes and lockouts and other cessations of work and employment; and of maintaining a uniform wage scale, working conditions and hours of employees of the Employer represented by the Union; and of facilitating peaceful adjustment of all grievances which may arise from time to time between the Employer and such employees, and of promoting and improving peaceful relations between the parties.

W I T N E S S E T H:

ARTICLE 1

RECOGNITION

Section 1. The Employer recognizes and acknowledges that the Union is the exclusive representative in collective bargaining with the Employer of all of its employees in the Street, Garbage, Water and Sewer Departments, excluding office clerical employees, subcontractors, irregular part time employees, temporary and seasonal employees, and supervisors as defined in the Act.

Section 2. A new employee shall be employed on a ninety (90) day trial basis, during which period he may be discharged without further recourse; provided, however, that the Employer may not discharge or discipline for the purpose of evading this Agreement. After ninety (90) days, the employee shall be placed on the regular seniority list. In case of discipline within the ninety-day period, the Employer shall notify the Local Union in writing.

Section 3. The Employer agrees that it will not replace regular employees in the bargaining unit except in cases of emergency, provided, however, that the Employer shall have the right to continue to subcontract new construction and other work as it has in the past when it determines that it is in the best interests of the City. If any regular employee in the bargaining unit is laid off as a result of subcontracting his work, the propriety of such subcontracting and layoff shall be subject to the grievance and arbitration procedure. It is further agreed that nothing shall prevent the City from making such changes in the future operations of the City Dump and refuse collection as it determines to be advisable.

## ARTICLE 2

### UNION SECURITY

Section 1. All present and future employees employed in the unit covered by this Agreement shall, as a condition of employment, become and remain members of the Union in good standing within thirty (30) days after the signing of this Agreement or after the date of their employment, whichever occurs later, provided, however, that any such employee in lieu of becoming and remaining a member of the Union shall, as a condition of employment, pay a service fee to the Union in an amount equal to the regular dues and initiation fees charged to other members of the Union.

Section 2. The Employer shall each month of employment deduct from the pay of each employee who executes a written authorization therefor the amount of the Union's initiation fee and regular monthly dues, or a service fee of equal amount, and will remit such dues and service fee to the Union within fifteen (15) days after deduction is made. Such deductions shall be made from the pay of each month.

## ARTICLE 3

### WAGES

Attached hereto and marked Schedule "A" is a schedule showing the classification and wage rates of the employees covered by this Agreement. Said Schedule "A" further sets forth hours of work, regular working conditions, and other details of employment. It is mutually agreed that said Schedule "A" and the contents thereof shall constitute a part of this Agreement.

## ARTICLE 4

### EXTRA CONTRACT AGREEMENTS

The Employer agrees not to enter into any agreement with another labor organization during the life of this Agreement with respect to the employees covered by this Agreement; or any agreement or contract with the said employees, individually or collectively, which in any way conflicts with the terms or provisions of this Agreement, or which in any way affects wages, hours or working conditions of said employees, or any individual employee, or which in any way may be considered a proper subject for collective bargaining. Any such Agreement shall be null and void.

## ARTICLE 5

### SENIORITY

Section 1. Strict seniority by departments shall prevail in the layoff and recall of employees, provided that the employees retained or recalled are able to do the work which must be done. In reducing the work force because of lack of work or other legitimate cause, the last employee hired in the department involved shall be the first employee laid off and the last employee laid off shall be the first employee recalled, provided always that the employees retained or recalled are able to do the work which must be done.

Section 2. Upon a transfer to another department an employee shall carry his seniority with him.

Section 3. In the event of recall an employee shall be given notice thereof by registered mail sent to the last address given to the Employer by the employee. The employee shall, within three (3) days after such notice is sent, notify the employer whether he wishes to be reemployed, and shall actually report for work within two (2) weeks after notice of recall is sent. If the employee fails to give such notice or to report for work within such time, he shall lose all seniority and other rights under this Agreement.

Section 4. Seniority shall be broken by discharge, voluntary quit, layoff for a period of one (1) year, or retirement at age sixty-five (65) unless extended to age sixty-six (66) by agreement with the City. In proper cases, exceptions may be made by the Employer.

Section 5. The Employer shall post a list of the employees in each department arranged in order of their seniority. This list shall be posted in a conspicuous position at the place of employment. Seniority date shall be the date hired.

Section 6. Employees who are presently in supervisory positions or who hereafter are promoted to positions outside the bargaining unit shall be credited with the length of service to this date or to the time of promotion but shall not hereafter accumulate seniority while working in a supervisory position. If a supervisor is hereafter demoted, he shall commence work in a job generally similar to the one he held at the time of promotion in accordance with his previously accumulated seniority.

## ARTICLE 6

### DISCHARGE OR SUSPENSION

Section 1. An employee shall not be discharged or suspended except for just cause. The Employer shall prepare reasonable rules for employee conduct which shall be submitted to the Union. Such rules may be modified by the Employer from time to time. If the Union feels such rules or any modification thereof are unreasonable or are not properly applied in any case, such matters will be subject to the grievance procedure including arbitration.

Section 2. An employee may request an investigation as to his discharge or suspension by filing a written grievance within two (2) working days thereafter. Such matters shall be handled promptly and if the discharge is found to be wrong, the employee shall be reinstated and compensated for the period he was out of work in such amount as the parties agree or as ordered by an arbitrator.

## ARTICLE 7

### GRIEVANCE PROCEDURE

Section 1. It is mutually agreed that the Public Employment Relations Act prohibits strikes by public employees and that grievances, disputes or complaints arising under and during the term of this Agreement shall be settled in accordance with the

procedure herein provided and that there shall at no time be any strikes, tie-ups of equipment, slowdowns, walk-outs or any other cessation of or interference with work.

Every effort shall be made to adjust controversies and disagreements in an amicable manner between the Employer and the Union.

Section 2. Should any grievance, dispute or complaint arise over the interpretation or application of the contents of this Agreement, there shall be an earnest effort on the part of the parties to settle such promptly through the following steps:

Step 1. By conference between the aggrieved employees, the steward, or both, and the employee's foreman. If such conference does not resolve the matter, it shall be the responsibility of the aggrieved to reduce any such grievance to writing on the regular grievance form provided by the Local Union and file same with the Employer within five (5) working days of the occurrence of alleged grievance.

Step 2. Upon receipt of the written grievance, a conference between Union representatives and the City Superintendent will be held within five (5) working days.

Step 3. If such conference does not settle the grievance, it may be referred by the Union within ten (10) days to the Policy Committee of the City Council. The Committee shall within fifteen (15) days thereafter meet with the Union to discuss the matter and will give its answer within five (5) days thereafter.

Step 4. If the grievance is not satisfactorily settled at Step 3, it may be referred to arbitration by written notice given within ten (10) days after receipt of answer from the Policy Committee. The parties shall meet promptly thereafter to select an arbitrator. If they cannot agree, the arbitrator shall be selected from a panel of five (5) names submitted by the State Labor Mediation Board. The arbitrator's decision shall be final and binding on the Employer, Union and any employee or employees involved, provided that the power of the arbitrator shall be limited to the interpretation and application of the express terms of this Agreement as written, and he shall not add to or subtract from any of such express terms. The fee and expenses of the arbitrator shall be divided equally by the Employer and Union. Matters not initiated or appealed within the times provided herein shall not be considered.

## ARTICLE 8

### STEWARDS

The Employer recognizes the right of the Local Union to designate one job Steward and an alternate from the Employer's seniority list. The alternate shall act as Steward in the Steward's absence. The authority of the job Steward and alternate so designated by the Local Union shall be limited to, and shall not exceed, the following duties and activities:

1. The investigation and presentation of grievances with the Employer representative in accordance with the provisions of the collective bargaining agreement.

2. The collection of dues when authorized by appropriate Local Union action.
3. The transmission of such messages and information, which shall originate with, and are authorized by the Local Union or its officers, provided such messages and information:
  - (a) have been reduced to writing; or
  - (b) if not reduced to writing, are of a routine nature and do not involve work stoppages, slow-downs, refusal to handle goods, or any other interference with the Employer's business.

The Job Steward and alternate have no authority to take strike action, or any other action interrupting the Employer's business. The Employer recognizes these limitations upon the authority of Job Stewards and their alternates, and shall not hold the Union liable for any unauthorized acts, provided that the Union shall immediately, following notice by the Employer that such interruption has occurred, inform the Employer of whether such action is authorized and, if not, shall immediately so advise the employees involved and instruct them orally and in writing, with a copy to the Employer, to discontinue such actions and resume their normal work. The Employer in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event the shop Steward or any other employee or employees take or encourage any unauthorized strike action, slow-down, or work stoppage or interference in violation of this Agreement. The Steward, after first notifying his foreman, shall be permitted reasonable time to investigate, present and process grievances on the Employer's property without loss of time or pay during his regular working hours.

## ARTICLE 9

### ABSENCE

Section 1. Any employee desiring a leave of absence from his employment shall secure written permission from the City Superintendent. The maximum leave of absence shall be for thirty (30) days and may be extended for like periods. Permission for extension must be secured from both the Local Union and the Employer. During the period of absence, the employee shall not engage in gainful employment. Failure to comply with this provision shall result in the complete loss of seniority rights for the employee involved. Inability to work because of proven sickness or injury shall not result in the loss of seniority rights and such an employee shall be given a sick leave of absence without pay after his sick leave days have been used.

Section 2. The Employer agrees to grant necessary and reasonable time off, without discrimination or loss of seniority rights and without pay, to any employee designated by the Union to attend a labor convention or to serve in any capacity on other official Union business, provided forty-eight (48) hours' written notice is given to the Employer by the Union, specifying length of time off for Union activities. Due consideration shall be given to the

number of men affected in order that there shall be no disruption of the Employer's operations due to lack of available employees.

#### ARTICLE 10

##### LIMITATION OF AUTHORITY AND LIABILITY

Section 1. No employee, Union member, or other agent of the Union shall be empowered to call or cause and shall not participate in any strike, work stoppage, cessation of employment or other interruption of the Employer's normal business of any kind whatsoever.

Section 2. Any individual employee or group of employees who violate the provisions of this Agreement or disregard the arbitration and grievance procedure set forth in Article 7 of this Agreement may be summarily discharged by the Employer without liability on the part of the Employer or the Union.

#### ARTICLE 11

##### PICKET LINE AND STRUCK GOODS

Section 1. It shall not be a violation of this Agreement or cause for discharge or disciplinary action if an employee refuses to cross a picket line in order to perform work which the City undertakes to perform as an ally of the struck Employer if such work, but for such strike, would normally be performed by employees of the struck Employer.

Section 2. If any question arises as to the applicability of this Article to any situation, the parties will meet promptly to discuss the matter and if it is not then settled, the matter may be referred to the final step of the grievance procedure without taking any intermediate steps, any other provision of this Agreement to the contrary notwithstanding.

#### ARTICLE 12

##### GENERAL

Section 1. The authorized representative of the Union shall be permitted to visit the operation of the Employer during working hours to talk with the Steward of the Local Union, and/or representatives of the Employer concerning the matters covered by this Agreement, so long as it does not interfere with the progress of the work force.

Section 2. The Union shall have the right upon request to examine time sheets and other records pertaining to the computation of compensation of any employee whose pay is in dispute or any other public records of the Employer pertaining to a specific grievance, at reasonable times, at the discretion of the Employer.

Section 3. Five sets of uniforms will be made available to all full time regular employees except mechanics and the body shop and paint man, for whom seven sets shall be made available. The Water Meter Man, Assistant Water Plant Operator and the Assistant Sewer Plant Operator shall be paid a clothing allowance of One Hundred Fifty Dollars (\$150.00) per year.

Section 4. When new types of equipment for which rates of pay have not been established by this Agreement are put into use, within operations covered by this Agreement, rates governing such equipment shall be subject to negotiation between the parties.

Section 5. There shall be a fifteen (15) minute period at the end of each working day during which time employees may wash up or change clothes. No employee shall leave his work more than fifteen (15) minutes before the end of the work day to return to the garage.

Section 6. The Employer shall provide a bulletin board in the facility where employees hereunder are employed for the posting of seniority and vacation lists and for the use of the Union. Only official Union notices are to be posted and must have the signatures of the Union Business Representative or the Shop Steward.

Section 7. If an employee is required by the Employer to use his own car for City business and such use has been specifically authorized by the City Superintendent in advance, the employee shall be reimbursed for his expenses incurred thereby in a manner approved by the City Superintendent.

Section 8. Vacancies occurring in any position in the bargaining unit shall be posted on the bulletin board for not less than three (3) days. Such positions will be filled by employees in classifications below the classification and rate of pay of the vacancy to be filled. The successful bidder will be notified within seven (7) days. Such vacancies will be filled according to departmental seniority if all other matters, such as ability and physical qualifications are equal in the opinion of the Employer. The successful bidder shall be given a probationary period of up to ten (10) days to show he is able to do the job. Such period may be extended by mutual agreement of the Employer and Union. If he cannot qualify, he will be returned to his former position.

### ARTICLE 13

#### PAID FOR TIME

All employees covered by this Agreement shall be paid for all time actually worked for the Employer. Rates of pay provided for by this Agreement shall be minimums. Time shall be computed from the time the employee is ordered to report for work and actually registers in, until the time he is released from such duty.

### ARTICLE 14

#### PAY PERIOD

All regular employees covered by this Agreement shall be paid in full each week. Not more than seven (7) days shall be held from a regular employee.

### ARTICLE 15

#### EQUIPMENT, ACCIDENTS AND REPORTS

Section 1. Any employee involved in any accident shall immediately report said accident and any physical injury sustained.

When required by his Employer, the employee, before starting his next shift shall make out an accident report in writing on forms furnished by the Employer and shall turn in all available names and addresses of witnesses to any accidents. Failure to comply with this provision shall subject such employee to disciplinary action by the Employer.

Section 2. The Employer shall install heaters, defrosters, and windshield washer on all trucks and tractors and keep same in operating condition.

#### ARTICLE 16

##### MILITARY SERVICE

Any employee on the seniority list inducted into military naval, marine, or air service under the provisions of any Federal Selective Service Training Statute and amendments thereto, or any similar act in time of National emergency, shall, upon termination of such service, be reemployed in line with his seniority, at the then current rate for such work, provided he has been honorably discharged from such service with the United States Government and is physically able to do work available, and, further, provided he reports for work within ninety (90) days of the date he is discharged from such service with the United States Government.

#### ARTICLE 17

##### SEPARABILITY AND SAVINGS CLAUSE

Section 1. If any Article or Section of this Contract or of 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 of any Rider thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been held invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

Section 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 a mutually satisfactory replacement, either party shall be permitted all legal, economic recourse in support of its demands notwithstanding any provision in this Contract to the contrary.

#### ARTICLE 18

##### SAFETY COMMITTEE

Section 1. A Safety Committee shall be composed of one (1) Union representative, the Street Superintendent and the City Superintendent (when necessary to resolve questions) which will meet, when necessary, for the purpose of discussing safety and promulgating safety regulations with the understanding that the Employer has the ultimate responsibility and shall make the final determination on all matters of Safety and Safety rules.



Section 2. When an employee is required by a supervisor to work under a condition which the employee regards as a violation of a safety rule, the employee shall have the right to protest and, if ordered by the supervisor to perform the work involved, the employee shall perform the work under protest and shall have the right to refer the matter to the Safety Committee for consideration and recommendation.

Section 3. The Employer shall consider the personal safety of the employees in establishing operational procedures. Employees shall use all safety equipment where directed by the City.

#### ARTICLE 19

##### COURT AND FUNERAL LEAVE

Section 1. Any employee who is subpoenaed as a result of an accident which he was involved in while on duty and who must attend Court shall be granted a leave of absence for such time and shall suffer no loss of pay.

Section 2. An employee will be given a three (3) day leave of absence with pay in the case of a death in his immediate family. Immediate family means parent, child or spouse. An employee will be granted up to one (1) day's leave of absence with pay, when necessary, to attend the funeral of one of his in-laws, grandparent, brother or sister, provided that additional time may be authorized by the City Superintendent in proper cases.

#### ARTICLE 20

##### HOLIDAYS

Section 1. Full time employees covered by this Agreement who have seniority will receive a day's pay at straight time for the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day. Good Friday shall be a holiday beginning at noon.

Section 2. The employee must work the preceding work day before and the succeeding work day after the holiday or be on an approved leave during the holiday which began in the week of the holiday in order to receive such holiday pay.

Section 3. When a holiday falls on a Saturday, the eligible employee will receive a day's holiday pay in addition to his pay for time worked during the week or, at the option of the City, the preceding Friday shall be designated as the holiday and the eligible employees shall have such day off with a day's pay. When a holiday falls on Sunday, Monday shall be considered as the holiday.

Section 4. No employee shall be required to work on Labor Day except in the case of an emergency. If an employee works on a holiday, he will receive time and one-half for the hours worked in addition to his holiday pay.

Section 5. Holidays recognized by Section 1 of this Article which fall within an employee's vacation period will not be considered as part of the vacation and shall be taken by extending the vacation period one day for each such holiday.

Section 6. A day's pay shall be equal to the employee's regular rate multiplied by the number of hours which he would normally work each day in the holiday week.

## ARTICLE 21

### VACATIONS

Section 1. Employees will be eligible for one (1) week of vacation with pay after completing one (1) year of service, two (2) weeks of vacation with pay after completing two (2) years of service, and thirteen (13) days of vacation with pay after completing three (3) years of service. A day or week of vacation with pay shall be computed by multiplying the employee's regular rate by the number of hours which he would normally work each day or week.

Section 2. If an employee is terminated after completing one (1) year of service, he will be paid the vacation pay he had accumulated at the time of termination on a pro rata basis.

Section 3. Vacations must be taken within one (1) year after the employee becomes eligible for such vacation, and if not so taken, shall be forfeited unless otherwise agreed upon in advance by the employee and the employer.

Section 4. Each employee shall, by April 1 of each year, indicate when he wishes to take his annual vacation. In the event more employees wish to take a vacation in the same period than can be spared at that time, vacations shall be scheduled in accordance with departmental seniority. After April 1, vacations will be scheduled in accordance with the date on which the request is made, the earliest request being given preference.

## ARTICLE 22

### SICK LEAVE

Section 1. Each full time, regular employee shall accumulate sick leave days at the rate of one-half day for each full two (2) weeks worked, up to a maximum of one hundred (100) days. For the first six (6) months of employment, an employee shall not be entitled to use sick leave days, but thereafter shall be entitled to use his accumulated sick leave days in the event he is unable to work because of sickness or accident or for other reasons with the approval of the City Superintendent.

Section 2. A day or week of sick leave is eight and one-half (8-1/2) hours or forty-two and one-half (42-1/2) hours, respectively. If an employee suffers a compensable injury, he will be paid the difference between his daily or weekly wage for eight and one-half (8-1/2) or forty-two and one-half (42-1/2) hours and the amount of Workmen's Compensation benefits, and his accumulated sick leave will be reduced proportionately.

Section 3. The Employer may require an employee to submit medical or other evidence satisfactory to it in order to support his request for using sick leave days.

Section 4. In the event of death, resignation with two (2) weeks' notice, or discharge after six (6) years of service, an employee or his estate will be paid one-half of his accumulated sick leave days up to a maximum of \$740.00.

Section 5. If an employee is unable to work because of an injury sustained while working for another employer or in self-employment, he will not be entitled to use sick leave days accumulated from the City.

ARTICLE 23

HOSPITALIZATION AND LIFE INSURANCE AND PENSIONS

The Employer will continue to provide hospitalization and life insurance benefits on the same terms, at existing levels and with the same rate of Employer contribution during the life of this Agreement. It further agrees to continue its Pension Plan.

ARTICLE 24

MANAGEMENT RIGHTS AND RESPONSIBILITIES

The City has by law the responsibility and authority to administer the affairs of the City, including various powers with respect to its work and its work force. It is recognized and agreed that the City retains all such power and authority conferred upon it by law, except as otherwise specifically and expressly provided herein, and that it may take such action in accordance therewith as it considers appropriate, provided, however, that in doing so no provision of this Agreement shall be violated.

ARTICLE 25

DURATION OF AGREEMENT

Section 1. This Agreement shall be in full force and effect from the date hereof to and including the end of the City's fiscal year in 1971, and shall continue in full force and effect from year to year thereafter unless written notice of desire to cancel or terminate is served by either party upon the other at least sixty (60) days prior to the date of expiration.

Section 2. Hourly rates of pay, health insurance and subcontracting shall be subject to renegotiation by written notice given at least ninety (90) days before the end of the City's fiscal year in 1969 and 1970.

Section 3. If notice of cancellation or termination under Section 1 or of renegotiation under Section 2 is given, the parties shall start negotiations thereon at least forty-five (45) days before such expiration or renegotiation date.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives as of the date hereof.

LOCAL UNION NO. 214, Affiliated  
with the International Brotherhood  
of Teamsters, Chauffeurs,  
Warehousemen & Helpers of America      CITY OF IONIA

*City must  
on odd dates*

SCHEDULE "A"

Section 1. The regular work week shall consist of five (5) eight and one-half (8-1/2) hour days. The regular work day shall provide for an unpaid lunch period of one (1) hour or such other period as may be agreed upon by the Union and the City Superintendent.

Section 2. Overtime shall be paid at the rate of time and one-half (1-1/2) for all hours actually worked by an employee in excess of forty-two and one-half (42-1/2) hours per week or eight and one-half (8-1/2) hours per day. There shall be no pyramiding or duplication of overtime. ~~The Assistant Sewer Plant Operator shall be paid time and one-half for all hours worked in excess of eight (8) per day or eighty (80) in a two (2) week period.~~ *J.M. J.H. R.C. 989*

Section 3. Emergency work performed after the completion of the employee's regular work day and on weekends, such as for water or sewer breaks, shall be assigned to employees on the overtime list for each week. Such overtime lists shall be rotated each week as in the past. Overtime required for snow removal work will be equalized as best as possible under the circumstances among the employees able to do the work. If the Union or any employee believes that such work is not being fairly distributed, a meeting will be held in order to establish a procedure for equalizing the distribution of such work in the future. If, however, an employee has been called for such work but could not be reached or could not do the work, he will be considered as having done the work for purposes of determining whether the overtime has been equalized.

Section 4. Overtime work will be permitted only when authorized by a foreman or the Superintendent.

Section 5. Employees shall be entitled to a ten (10) minute work break in the morning and in the afternoon. If an employee works ten (10) consecutive hours, he shall be granted an additional ten (10) minutes' coffee break. If an employee works twelve (12) consecutive hours, he will have a paid thirty (30) minute meal period before the end of the twelfth hour.

Section 6. It is recognized that because of the nature of municipal employment, employees may be called upon to work outside their usual classifications. In establishing regular rates of pay and assigning employees thereto, allowances have been made for this. It is, therefore, agreed that employees shall carry out the work assignments given to them by their foremen, and that their normal rates of pay shall not be reduced. If, however, an employee works on another job for more than four (4) consecutive days he shall be paid the rate of such job for the first four (4) days and for as many consecutive days immediately thereafter as he remains working on it.

Section 7. An employee called back to work after having finished work and punched out shall be guaranteed at least two (2) hours' work.

Section 8. A. The following rate ranges are established:

STREET DEPARTMENT: Hire 6 mo. 12 mo. 18 mo. 24 mo.

Heavy Equipment Operator	2.45	2.50	2.55	2.60	2.70
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STREET DEPARTMENT: Hire 6 mo. 12 mo. 18 mo. 24 mo.

Mechanic	2.55	2.60	2.65	2.70	2.75
Assistant Mechanic	2.40	2.45	2.50	2.55	2.65
Truck Driver	2.40	2.45	2.50	2.55	2.65
Labor Class "A"	2.40	2.45	2.50	2.55	2.60
Labor Class "B"	2.10	2.15	2.20	2.25	2.30
Body Shop and Paint Man	2.45	2.50	2.55	2.60	2.70
Sewer and Water Maintenance	2.40	2.45	2.50	2.55	2.65

WATER DEPARTMENT:

Meter Reader	40 hour week -- \$5,600.00 Annual
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Assistant Water Plant Operator	42-1/2 hour week -- \$6,000.00 Annual
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SEWER DEPARTMENT:

Assistant Plant "D" Operator	40 hour week -- \$5,000.00 to \$5,400.00
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B. Employees shall progress through the rate range of their classification within the periods indicated until they reach the top of their classification. Rate changes shall become effective beginning with the first pay period starting on or after completion of the specified three or six month intervals.

Section 9. The normal starting time shall be 7:00 a.m. from May 1 to September 30 and 7:30 a.m. from October 1 to April 30.

Section 10. A ten (10) cent per hour climbing allowance will be paid to any employee while he is doing tree climbing work.