

June 30, 1976

AGREEMENT

Between

THE CITY OF IRON MOUNTAIN

And

THE IRON MOUNTAIN CITY EMPLOYEES
CHAPTER OF LOCAL #1176, COUNCIL #55,
AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES
AFL-CIO

Edna F. Rossi
City Clerk
Iron Mountain, Mich.

49801

Effective: July 1, 1975
to
June 30, 1976

City of Iron Mountain

AGREEMENT

INTRODUCTION:

This Agreement between the City of Iron Mountain, (hereinafter referred to as the "CITY") and the Iron Mountain City Employees' Local #1176, American Federation of State, County and Municipal Employees, AFL-CIO, (hereinafter referred to as the "UNION") entered into this 1st day of July of 1975, shall remain in full force and effect until midnight June 30, 1976.

ARTICLE 1. RECOGNITION (Employees Covered).

Section 1. Pursuant to 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 the exclusive representative for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment for the term of this agreement of all employees of the Employer included in the bargaining unit described below:

"All full-time and part-time employees of the Public Works Department, excluding foremen and seasonal employees employed through the use of federal funds, which does not require equal treatment underneath the government appropriation."

Section 2. The City or the authorized department head has the right to hire, suspend, or discharge for proper cause, or transfer, the right to relieve employees because of lack of work and to assign to positions within the confines of this Agreement.

Section 3. The Council agrees that it will not interfere with the rights of its employees to become members of the Union and that neither the City nor any of its agents will exercise discrimination, interference, restraint or coercion because of a person's membership in the Union.

ARTICLE 2. UNION-MANAGEMENT RELATIONS.

Section 1. All collective bargaining, with respect to wages, hours, working conditions, and other conditions of employment, shall be conducted by authorized representatives of the Union and authorized representatives of the City.

Section 2. Agreements reached between the parties to this Agreement shall become effective only when signed by the authorized representatives of the parties hereto.

Section 3. The Union, its officers, agents and members agree that during the duration of this Agreement there shall be no strikes, sit-downs, or any acts of any kind or form whatsoever peaceable, that would interfere with the operations of this City. If any of these things take place, they shall be sufficient grounds for a discharge.

ARTICLE 3. UNION SECURITY (Agency Shop).

(a) Employees covered by this Agreement at the time it becomes effective and who are members of the Union at that time shall be required, as a condition of continued employment, to continue membership in the Union or pay a service fee to the Union equal to dues and initiation fees uniformly charged for membership for the duration of this agreement.

(b) Employees covered by this Agreement who are not members of the Union at the time it becomes effective shall be required as a condition of continued employment to become members of the Union or pay a service fee equal to dues and initiation fees required for membership commencing sixty (60) days after the effective date of this Agreement, and such condition shall be required for the duration of this Agreement.

(c) Employees hired, rehired, reinstated or transferred into the bargaining unit after the effective date of this Agreement and covered by this Agreement, shall be required as a condition of continued employment to become members of the Union or pay a service fee to the Union equal to dues and initiation fees required for membership for the duration of this Agreement, commencing the sixtieth (60th) day following the beginning of their employment in the unit.

ARTICLE 4. DUES CHECK OFF.

(a) The Employer agrees to deduct from the wages of any employee, who is a member of the Union, all Union membership dues and initiation fees uniformly required, if any, as provided in a written authorization in accordance with the standard form used by the employer herein (see paragraph d), provided, that the said form shall be executed by the employee. The written authorization for Union dues deduction shall remain in full force and effect during the period of this contract and may be revoked only by written notice given during the period thirty (30) days immediately prior to expiration of this contract. The termination must be given both to the Employer and the Union.

(b) Dues and initiation fees will be authorized, levied and certified in accordance with the Constitution and By-Laws of the Local Union. Each employee and the Union hereby authorize the Employer to rely upon and to honor certifications by the Secretary-Treasurer of the Local Union, regarding the amounts to be deducted and the legality of the adopting action specifying such amounts of Union dues and/or initiation fees.

(c) The Employer agrees to provide this service without charge to the Union.

(d) See attached.

ARTICLE 5. REPRESENTATION FEE CHECK-OFF.

(a) The Employer agrees to deduct from the wages of any employee who is not a member of the Union the Union representation fee, as provided in a written authorization in accordance with the standard form used by the Employer herein (see paragraph d), provided, that the said form shall be executed by the employee. The written authorization for representation fee deduction shall remain in full force and effect during the period of this contract and may be revoked only by written notice, given during the period thirty (30) days immediately prior to expiration of this contract. The termination notice must be given both to the Employer and to the Union.

(b) The amount of such representation fee will be determined as set forth in Article 3 of this contract.

(c) The Employer agrees to provide this service without charge to the Union.

(d) See attached.

ARTICLE 6. REMITTANCE OF DUES AND FEES.

(a) When Deductions Begin.

Check off deductions under all properly executed authorizations for check off shall become effective at the time the application is signed by the employee and shall be deducted from the first pay period of the month and each month thereafter.

(b) Remittance of Dues to Financial Officer.

Deductions for any calendar month shall be remitted to the designated officer of the Union with an alphabetical list of names and addresses of all employees from whom deductions have been made, no later than the fifth (5th) day of the month following the month in which they were deducted.

(c) The Employer shall also indicate the amount deducted and notify the Union of the names and addresses of employees who, through a change in their employment status, are no longer subject to deductions.

AUTHORIZATION FORM

TO: _____
Employer

I hereby request and authorize you to deduct from my earnings, one of the following:

An amount established by the Union as monthly dues.

Or

An amount equivalent to monthly union dues, which is established as a service fee.

The amount deducted shall be paid to the Treasurer of the Local Union _____.

BY: _____
Print Last Name First Name

_____ Zip Telephone
Address

_____ Classification
Department

_____ Date
Signature

ARTICLE 7. DEFINED PROBATIONARY AND REGULAR EMPLOYEES.

Section 1. An employee who has completed a minimum of sixty (60) days' service may become a member of the Union and those new employees who have reached regular employment status shall become members in the Union.

Section 2. A probationary employee is one who has less than six months of service. A probationary employee who has broken his service at his own request or actions shall forfeit his time worked towards his regular status. The Union shall represent probationary employees for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment and other conditions of employment as set forth in this agreement, except discharged or disciplined employees for other than Union activities.

ARTICLE 8. SENIORITY.

Section 1. Seniority shall consist of accumulated paid service with the City; seniority shall not be lost because of sick leave, as defined, or because of temporary layoff, or an approved leave of absence and service duty.

Section 2. Seniority shall be in effect after the probationary period of an employee and then shall be computed from the first date of hire.

Section 3. Wherever seniority is used relative to a condition of employment, such as layoff, promotion, transfer, assignment, increment, vacation, sick leave, holidays, retirement, and others, seniority shall be counted from the first day of hire unless specifically stated otherwise in the appropriate sections of this Agreement.

Section 4. All job openings within a department will be posted on all department bulletin boards for at least eight (8) work days. This shall include newly-created jobs or vacancies caused by retirement, quitting, discharge, or death and the training of personnel. The Unit Chairman and Unit Secretary shall receive copies of such postings and shall be responsible for notifying absent workers for reasons such as vacations, sick leave, etc. Any man requesting consideration to fill a posted job will list his name and the date of hire for computing his seniority. If the employee does not prove satisfactory on a new job, he shall return to his old job. The new employee shall serve a thirty (30) day trial period actually working in the new position during which time he shall receive the rate of the job that he is performing. When an opening has been bulletined for said period of eight (8) successive work days, and if no regular employee bid on the open position, the Employer retains the right to make temporary transfers for a maximum of ten (10) days, at which time the employer will be expected to have a permanent employee in the transferred position. The employee transferred under the above circumstances will be paid the rate of the classification to which he was transferred, or his own rate, whichever is the greater, for all hours worked during such temporary transfer.

Section 5. Temporary assignment to higher classified jobs will be according to seniority unless in the case of extreme emergency, or when the measure of production is seriously and positively affected.

ARTICLE 9. HOURS OF WORK, CALL TIME, SHIFT DIFFERENTIAL AND PREMIUM PAY.

Section 1. The forty (40) hour week shall be based on five (5) consecutive eight (8) hour days, Monday through Friday, in the Street Department, from 7:00 a.m. to 3:30 p.m.

Section 2. When an employee is called in for extra work other than his regular shift, he shall receive the rate of time and one-half, and he shall be guaranteed a minimum of two (2) hours' pay.

Section 3. There may be a variance in the starting and quitting times of jobs in any seven (7) day operation to make the shift compatible to their service required; however, there shall be no split shifts, except the City Hall custodian.

Section 4. Any employee who is required to work more than forty (40) hours on a five-day week or forty-two and one-half ($42\frac{1}{2}$) hours on a seven-day week operation shall be paid time and one-half the hourly rate for those hours worked in excess thereof; and those employees in the Water Department shall receive time and one-half for all hours worked outside of their regular scheduled shift.

Section 5. There shall be no changing of the work week schedules or shifts by the Employer except by mutual consent of the employees involved. (This applies to Filtration Plant personnel only.)

Section 6. (Water Department Employees Only). Overtime shall be divided equally among all bargaining unit members and shall be assigned on a seniority basis. Employees who are unavailable or refuse overtime shall be charged with the actual number of hours worked during such overtime period.

ARTICLE 10. WAGE RATES.

Salary increases from July 1, 1975 to June 30, 1976, will be \$.33 per hour. These increases are reflected in the wage rates below:

(See page 7.)

TITLE

JULY 1, 1975 - JUNE 30, 1976

Laborer - Unskilled	\$ 3.88
Meter Reader - Water Department	4.04
Water Plant Operator	4.20
Water Plant F-3	4.25
Custodian - City Hall	3.88
Heavy Equipment - Semi-Skilled	4.04
Cemetery - Driver - Leader	4.10
Truck Driver	3.99
Heavy Equipment	4.15
Heavy Equipment - Leader	4.20
Mechanic	4.20
Surveyor - Draftsman	4.31

Section 1. Payday will be every Friday.

Section 2. Longevity payments shall be made on December 1 of each year determined by length of service as of the previous June 30. They shall be in the amount of one percent (1%) of the base wage as of June 30 of each year (based on 2,080 hours of Base Salary), and there shall be an additional one percent (1%) for each three (3) years of completed service, up to a maximum of eight percent (8%).

Section 3. When an employee is assigned to work in a higher classification due to a vacation, sick leave, etc., he shall receive the rate of the higher classification while so engaged in such work.

Section 4. Probationary employees shall receive twenty cents (\$.20) per hour less than the above stated rates. After six (6) months of probationary service, his hourly rate will be the regular rate for the job.

ARTICLE 11. INSURANCE.

Section 1. The City will pay for full coverage of Michigan Blue Cross/Blue Shield, Medical Plan for all employees and their dependents -- wife, and children under eighteen (18) years, according to Blue Cross regulations, and a full payment of \$2,000.00 Life Insurance.

Section 2. The City will pay the cost of full coverage of Michigan Blue Cross/Blue Shield for all employees retired in accordance with the appropriate section of Compiled Laws of Michigan, as amended.

ARTICLE 12. RETIREMENT.

The City will continue to participate in the Michigan Municipal Employee's Retirement System under Public Act No. 135 of

1945, as amended, or hereinafter amended. The Employer shall up-grade the present coverage, Plan C-1 to Plan C-2, effective as of the date of this agreement. It shall make any other changes as required by amendment of the Act which will make it compulsory upon the City to adopt and approve, when such is approved to be a part of this agreement. The employer agrees to bear all costs associated with up-grading the plan from C-1 to C-2.

ARTICLE 13. ANNUAL LEAVE.

The following schedule will be used in granting paid vacations to employees on a seniority basis any time between January 1 and December 31. First year shall be based on pro-rated time earned prior to December 31; thereafter, vacations shall be applied for by April and shall be completed by December 31, except in authorized cases, but in no case will payment be made for unused vacation.

After completion of:

1 years' service	-	5 days
2 years' service	-	10 days
6 years' service	-	13 days
10 years' service	-	18 days
15 years' service	-	23 days
20 years' service	-	28 days
25 years' service	-	30 days
30 years' service	-	33 days

Vacation days for each calendar year will be based on the years, months, and hours of service accumulated through December 31 of the previous calendar year.

(a) When a holiday is observed by the Employer during a scheduled vacation, the vacation will be extended by one day continuous with the vacation.

(b) A vacation may not be waived by an employee and extra pay received for work during that period.

(c) If an employee becomes ill and is under the care of a duly-licensed physician during his vacation, his vacation will be re-scheduled. In the event his incapacity continues through the year, he will be awarded payment in lieu of vacation.

ARTICLE 14. LEAVE WITHOUT PAY.

Section 1. A full-time employee may be granted a leave of absence without pay by the City Council for a period of sixty (60) days and may be granted one (1) renewal of like duration:

(a) By reason of physical disability

(b) Because of reasons sufficient in the opinion of the City to warrant such a leave.

(c) An employee on leave of absence will be required to pay his own Blue Cross and Hospitalization under the City Group Plan.

(d) A full-time employee may be granted a leave of absence of six (6) months for educational purposes only.

Section 2. An employee granted a leave of absence hereunder shall be restored to his position on the expiration of his leave, or if approved by the City Engineer, before the expiration thereof.

ARTICLE 15. ABSENCE WITHOUT LEAVE.

Section 1. All employees taking leave for one (1) day will notify the Engineer one (1) day prior to such leave, if possible, or before 7:00 a.m. on the date of absence.

Section 2. Any employee who is absent from work for three (3) consecutive days without a specific authorization therefor shall be deemed to have resigned from the City and to have vacated his position unless a leave of absence is subsequently granted under any of these rules and regulations.

Section 3. The failure of an employee to report at the expiration of a leave of absence or vacation shall be deemed as absence without leave unless written approval is granted.

ARTICLE 16. HOLIDAYS.

Section 1. The following holidays shall be paid holidays for all regular employees:

New Year's Day, Good Friday, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas.

Section 2. Holidays shall be considered as a day worked in computing overtime. Compensatory time off for work performed on a holiday shall not be allowed.

Section 3. Holidays that fall on Sunday will be observed on the following Monday. Holidays that fall on Saturday will be observed on the preceding Friday. Any employee who works on such Friday or Monday will receive his holiday pay, plus his pay at time and one-half for the actual hours worked.

ARTICLE 17. FUNERAL LEAVE AND SICK LEAVE.

Section 1. Each employé will be granted fifteen (15) days of sick leave per calendar year. In addition to the above fifteen (15) days each employee shall be credited with an additional three (3) days per calendar year. Any portion of these three (3) days not used shall be credited towards his total accumulation of unused sick leave on January 1 of each year. Each employee shall be entitled to unlimited accumulation of sick leave days.

Section 2. Sick leave shall be granted only for actual regular working days.

Section 3. A minimum for sick leave must constitute not less than one-half (1/2) working day and should be reported to the Department Head prior to commencement of shift.

Section 4. An employee may have three (3), one-day absences without a Doctor's certificate per calendar year. All claims for sick leave in excess of the above must be supported by a Doctor's certificate, and must be presented to the City not later than three (3) days after the employee's return to work.

Section 5. Any employee whose accident or sickness is caused while on active duty for the City shall be eligible to file claim for sick leave for only that part of his weekly regular wage not covered by compensation insurance. An employee who is injured in the course of employment, and as a result thereof is receiving Workmen's Compensation, shall be charged one-third (1/3) of a week sick leave for each full week that he is absent from work as a result of this compensable injury to the maximum extent of his accumulated sick leave.

Section 6. Any employee shall be granted a maximum of three (3) days' funeral leave with pay for the express purpose of attending the funeral and performing such other services and duties in connection therewith as are proper and necessary for the following specified relatives: Wife, Father, Father-in-law, Mother, Mother-in-law, Brother, Brother-in-law, Sister, Sister-in-law, Husband, Son, Son-in-law, Daughter, Daughter-in-law, Grandmother, and Grandfather.

Travel time beyond the Wisconsin-Michigan area in connection with this section shall be honored, providing the employee's attendance is certified by the Funeral Director on his letter-head stationery.

Section 7. Severe penalties will result against any employee who falsifies a sick leave or funeral leave report, and if such practices were to become prevalent, it could result in the cancellation of any sick leave the man has at the time of his falsification or the falsification as to his inability to perform work.

Section 8. At the time of his legal retirement or death under the provisions of the Municipal Employees Retirement System, Public Act 135, of 1945, as amended and as may be amended hereafter, an employee will be paid thirty percent (30%) of his first 120 days or any portion thereof accumulated unused sick leave days.

Section 9. An employee off due to accident or illness shall be granted six (6) months' leave of absence without pay after he has taken all of his sick leave and vacation. No employee shall receive a sick leave because of sickness or injury to another member of his family.

Section 10. Any employee called on jury duty shall be compensated by the Employer for any difference between the employee's rate of pay and the jury duty pay for a regular duty work day.

ARTICLE 18. LAYOFF AND RECALL.

Section 1. Should layoffs be necessary, seniority in years, months, and days of City service shall be the determining factors. Those with the least seniority will be laid off first, so long as there are employees remaining in the ranks qualified to perform the functions of those being laid off.

Section 2. When recall to active employment is made, those with the most seniority on the inactive list shall be recalled first.

ARTICLE 19. DISCHARGE AND SUSPENSION.

(a) Notice of Discharge or Suspension.

The Employer agrees, promptly upon the discharge or suspension of an employee, to notify, in writing, the employee and his steward of the discharge or suspension. Said written notice shall contain the specific reasons for the discharge or suspension.

(b) The discharged or suspended employee will be allowed to discuss his discharge or suspension with his steward and the Employer will make available a meeting room where he may do so before he is required to leave the property of the Employer. Upon request, the Employer or his designated representative will discuss the discharge or suspension with the employee and the steward.

(c) Appeal of Discharge or Suspension.

Should the discharged or suspended employee and/or the steward consider the discharge or suspension to be improper, it shall be submitted to the final step of the grievance procedure.

ARTICLE 20. GRIEVANCE PROCEDURE.

It is the intent of the parties to this agreement that the grievance procedure set forth herein shall serve as a means for a peaceful settlement of disputes that may arise between them as to the application and interpretation of this Agreement or other conditions of employment. In order to be a proper matter for the grievance procedure, the grievance must be presented within thirty (30) working days of the employee's knowledge of its occurrence. The Employer will answer, in writing, any grievance presented to it, in writing, by the Union.

Step 1: Any employee having a grievance shall present it to the Employer as follows:

(a) If an employee feels he has a grievance, he shall discuss the grievance with the unit chairman.

(b) The unit chairman and the employee shall discuss the grievance with the immediate supervisor.

(c) If the matter is thereby not disposed of, it will be submitted in written form by the unit chairman to the Engineer. Upon receipt of the grievance, the Engineer shall sign and date the unit chairman's copy of the grievance.

(d) The Engineer shall give his answer to the unit chairman within two (2) working days of receipt of the grievance.

Step 2: If the answer is not satisfactory to the Union, it shall be presented in writing by the unit chairman to the Chairman of the Labor and Grievance Committee within seven (7) working days after the Engineer's response is due. The Chairman of the Labor and Grievance Committee shall sign and date the unit chairman's copy. The Chairman of the Labor and Grievance Committee and the Union shall within fifteen (15) working days arrange a meeting for the purpose of resolving the dispute.

Step 3:

(a) If the answer at Step 2 is not satisfactory, and the Union wishes to carry it further, the Chapter Chairman shall refer the matter to Council #55.

(b) In the event that Council #55 wishes to carry the matter further, it shall within thirty (30) calendar days from the date of the Employer's answer at Step 2, file a demand for arbitration in accordance with the American Arbitration Association's rules and procedures.

(c) The arbitration proceedings shall be conducted in accordance with the American Arbitration Association Rules and Regulations.

(d) There shall be no appeal from any arbitrator's decision. Each such decision shall be final and binding on the Union, its members, the employee or employees involved, and the Employer. The arbitrator shall make a judgment based on the express terms of this agreement, and shall have no authority to add to, or subtract from any of the terms of this agreement. The expenses for the arbitrator shall be shared equally between the Employer and the Union, except in cases involving similar issues where a previous award was in the Union's favor, the Employer shall pay the full cost of arbitration.

(e) A grievance may be withdrawn without prejudice, and if so withdrawn, all financial liabilities shall be cancelled. If the grievance is reinstated, the financial liability shall date only from the date of reinstatement. If the grievance is not reinstated within thirty (30) working days from the date of withdrawal, the grievance shall not be reinstated. When one or more grievances involve a similar issue, those grievances may be withdrawn without prejudice pending the disposition of the appeal of the representation case. In such event, the withdrawal without prejudice will not affect financial liability.

(f) Any grievance not answered within the time limits by the Employer shall be deemed settled on the basis of the Union's original demand.

(g) Any grievance not appealed by the Union within the time limits shall be deemed settled on the basis of the Employer's last answer.

(h) The parties may by mutual agreement in writing waive or extend the time limits on any step of the grievance procedure.

(i) The privilege of the unit chairman at any time to handle grievances is recognized. The unit chairman shall before leaving his work area, obtain permission from his supervisor, and after permission is granted, will attempt to settle grievance(s) in the most expedient manner.

ARTICLE 21. MISCELLANEOUS PROVISIONS.

Section 1. Any employee entering the Army, Navy, Air Force, or Marine Corps on active duty shall, upon his return from such service, be entitled to reinstatement in his job at the prevailing rate or better than when he left. He shall suffer no loss of seniority for periods of compulsory military duty or for periods of military reserve training.

Section 2. The parties of this Agreement agree that they shall not discriminate against persons because of race, creed, or color, and that such persons shall receive the full protection of the provisions of the Agreement.

Section 3. The City agrees to permit Union Representatives to enter the premises at any time for individual discussion of working conditions with the employees, provided care is exercised by such Representatives that they do not interfere with the performance of duties to the Employer.

Section 4. A safety committee is hereby created, consisting of the City Engineer and two (2) employees designated by the Union. This committee shall meet as often as is necessary to maintain a safe place of employment.

Section 5. Should any provision of this agreement be found to be in violation of any Federal or State law by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this agreement. Only those provisions which were invalidated under the above circumstances will be subject to re-negotiations between the parties.

Section 6. Grievances will be limited to the terms and conditions of this contract.

Section 7. This contract contains the entire working agreement between the contracting parties hereto, and any rights not herein contained are reserved to the Employer, including the right to manage.

Section 8. Any employee privileges or benefits which were generally in effect prior to the effective date of this agreement, which were not changed by this agreement, will continue in force throughout the life of this agreement unless altered by mutual consent of the Employer and the Union.

Section 9. The Employer shall furnish space on the Department bulletin boards for the purpose of posting union business notices.

Section 10. The Employer will pay for all expenses and lost wages when an employee attends schools or other functions in behalf of the City.

Section 11. Residential Requirement: All regular employees must be residents of the City of Iron Mountain and remain residents of the City of Iron Mountain to be employed by the City of Iron Mountain.

Section 12. All hours paid to an employee shall be considered as hours worked for the purpose of computing any of the benefits under this agreement.

Section 13. Successor Clause: This Agreement shall be binding upon the employer's successors, assignees, purchaser, leasee or transferees, whether such succession, assignment or transfer be effected voluntarily or by the operation of law; and in the event of the employer's merger or consolidation with another employer, this agreement shall be binding upon the merged or consolidated employer.

Section 14: Employees will be allowed to return to their shop fifteen (15) minutes prior to lunch and fifteen (15) minutes prior to the end of the shift for wash-up time. Times will be designated as 10:45 a.m. for lunch and 3:15 p.m. for wash-up time prior to the end of the shift. Employees will also be entitled to a coffee break of ten (10) minutes in duration to be taken between 9:00 a.m. and 9:30 a.m.

NOTATION: If there are any monetary changes of the other departments, this department will receive all advantages of these monetary changes.

ARTICLE 22. TERMS OF AGREEMENT.

Section 1. This Agreement shall be effective from 12:01 a.m., July 1, 1975, and remain in full force and effect until midnight, June 30, 1976, and shall automatically be renewed under the same terms and conditions for yearly periods thereafter, unless at least ninety (90) days prior to July 1, 1976, either party shall give the other written notice of its desire to change its provisions or terminate this Agreement.

Section 2. This Agreement is complete in writing and shall not be amended, changed, altered, or modified, except by an instrument, in writing, duly signed by the parties hereto.

IRON MOUNTAIN CITY EMPLOYEES,
LOCAL #1176, COUNCIL #55, AMERICAN
FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL-CIO

THE CITY OF IRON MOUNTAIN

William Calasari
Vincent J. Juncu
Archie Bethi

[Signature]
John Badnie
Wayne P. Jensen
Luis Bartolameoli
Edna J. Rossi, Clerk

Dated: Sept. 15, 1975