

3767

7/31/2000

August 1, 1997 - Midnight July 31, 2000

FACILITY SERVICE AGREEMENT

Between

CITY OF RIVERVIEW

14100 Civic Park Drive

Riverview, Michigan 48192-7689

and

INTERNATIONAL UNION OF

OPERATING ENGINEERS,

LOCAL NO. 324, 324-A, 324-B, 324-C

and 324-D, AFL-CIO

37450 Schoolcraft Road

Suite 110

Livonia, Michigan 48150

Code A-12

Riverview City of

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A G R E E M E N T

This Agreement, made and entered into as of August 1, 1997, by and between the City of Riverview, Michigan, hereinafter referred to as the "Employer" and the International Union of Operating Engineers, Local 324, 324-A, 324-B, 324-C and 324-D, AFL-CIO, hereinafter referred to as the "Union".

This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assigns. The Employer shall give notice to the Union and employees of any purchase, transferee, lessee, assignee, etc., of the operation covered by this Agreement or any part thereof. Such notice shall be in writing with a copy to the Union at least thirty (30) days prior to the effective date of the transaction.

The Employer and Union agree to abide by all terms of this Agreement and shall apply to any City work at any City location only as directed by the Employer. This Agreement shall apply only to the operation and maintenance of the ski hill, golf course and its facilities.

SECTION 1. RECOGNITION

(a) The Employer recognizes the Union as the sole and exclusive bargaining agent for those employees classified as permanent full-time facility service

serviceman, facility service leader and facility service mechanic working at the golf course operated by the City of Riverview, excluding office, clerical, supervisors as defined in the Act.

SECTION 2. UNION SHOP - SECURITY

(a) All employees covered by this Agreement and hired after the effective date of this Agreement, or the signing date thereof, whichever is later, shall after the thirty-first (31st) day following the beginning of such employment, become members of the Union or, in the alternative, pay to the Union a service fee in an amount equal to any regular monthly Union membership dues and other assessments required of Union Members employed under the Agreement.

(b) In all cases where individual employees indicate their desire in writing to the Employer, the Employer will collect by check off their membership fees and dues and remit same to the Union within fifteen (15) days of said payroll deductions.

(c) The Union agrees to indemnify and save the Employer harmless against any and all claims, suits, or other forms of liability arising out of its deduction so made.

(d) It is mutually agreed during emergency situations that non-bargaining unit members may perform work of the bargaining unit.

(e) Testing for entry level positions will be determined by the City Manager's Office. The City Manager's Office will also administer tests and establish an eligibility list.

SECTION 3. SENIORITY AND PROBATIONARY PERIOD

(a) Seniority shall be based on the date of hire with the City of Riverview, after the probationary period of six (6) months is served. Seniority shall terminate if:

1. An employee quits.
2. An employee is dismissed.
3. An employee is laid off for over one (1) year.

SECTION 4. UNION REPRESENTATIVE

(a) Upon notification to the Supervisor, or in his absence the City Manager's Office, the Union Representative shall have access to the Employer's golf course site for the purpose of investigating and adjusting any complaints therein during regular working hours, but such visits shall not interfere with production or maintenance of discipline at the site.

SECTION 5. STEWARD

(a) The Employer recognizes the right of the Union to designate a Job Steward and Alternates, to handle such union business as may from time to time be delegated to them by the Union.

(b) The Steward shall be allowed a reasonable amount of time, as necessary, to perform his duties as Steward, to be paid by the Employer, provided that the time allowed the Union Steward to perform his duties shall apply only at the Employer's place of business. This provision shall not include time for preparation of contract negotiations.

(c) The Employer agrees to permit the Union Steward to post and maintain union notices at an appropriate location.

(d) The Steward shall be notified in advance of any changes in the Employer's operation affecting the bargaining unit pertaining to wages, hours and terms and conditions of employment.

(e) The Union shall only place one bargaining unit member at the bargaining table during a scheduled contract negotiation session.

SECTION 6

HOURS AND OVERTIME

(a) The regular workweek shall be five (5) eight (8) hour days, excluding one-half (1/2) hour unpaid lunch. Bargaining unit members shall document through their time card the unpaid lunch.

(b) It is mutually agreed that Saturdays and Sundays, are not automatically overtime days, depending on scheduling. Time and one-half (1-1/2) shall be paid for all first unscheduled day worked; double time (2x) shall be paid for all unscheduled days worked after the first (1st) unscheduled day worked.

(c) Time and one-half (1-1/2) shall be paid for all time worked after forty (40) hours.

(d) Double time (2x) shall be paid for all hours worked on the following six (6) named actual holidays:

New Year's Day

Labor Day

Decoration Day

Thanksgiving Day

Fourth of July

Christmas Day

There shall be no pay for a holiday not worked.

(e) Employees called back after working a shift shall receive a minimum of two (2) hours at the prevailing overtime rate.

SECTION 7. SICKDAYS

(a) A sickday is defined as a non-duty injury or illness of the employee and shall be at no pay. The employee shall not abuse nor excessively use sickdays.

SECTION 8. FUNDED VACATION PAY

(a) The Employer agrees to pay into the Operating Engineers' Local 324 Vacation and Holiday Trust Fund, hereinafter referred to as "Vacation Fund", or "Fund, thirteen percent (13%) of the gross wages, prior to any withholdings for each employee covered by this Agreement. Effective August 1, 1999, the vacation fund amount shall increase to thirteen and one half percent (13.5%). The amount of the contributions made in behalf of each employee to the Fund shall be added to the employee's gross wages before computing the withholding of any Federal or Local income taxes and F.I.C.A. contributions. This payment shall be forwarded each month to such depository as may be designated by the Trustees of said Fund on forms furnished by the Trustees, and the Trustees shall instruct the depository to maintain an individual record for each employee for whom contributions are received, which shall show the amount of money contributed with respect to each such employee.

(b) The Fund shall be administered by a Board of Trustees in accordance with all applicable laws. The Employer, by becoming a party to this agreement, agrees to be bound by the Trust Agreement and all terms, conditions, rules and regulations adopted by the Trustees of said Fund.

(c) The accumulated vacation pay shall be distributed annually in December to the employees in accordance with the rules and regulations adopted by the Trustees of the Fund, which shall provide among other things for the deduction by the Employer of the employee's share of Federal, State and Local taxes prior to payment to the Fund, to the end that the employee shall be entitled to an annual vacation benefit equal to thirteen percent (13%) of his total gross wages during the preceding fiscal year, with taxes prepaid. Effective August 1, 1999, the vacation fund percentage shall increase to thirteen and one half percent (13.5%).

(d) The Union agrees to indemnify and save the Employer harmless against any and all claims, suits, or other forms of liability arising out of its deduction so made.

SECTION 9. VACATION POLICY

(a) Employees covered by this Agreement are entitled to vacation time off without pay as follows:

One (1) year employment - Five (5) regular workdays off

Two (2) years employment - Ten (10) regular workdays off

Five (5) years employment - Fifteen (15) regular workdays off

Ten (10) years employment - Twenty (20) regular workdays off

(b) Vacation will not be carried over from year to year unless approved by the Department Head.

(c) Vacation scheduling shall be at the discretion of the Employer based on seniority. Such discretionary decisions shall not be considered as setting a precedent.

SECTION 10. INSURANCE - HEALTH CARE PLAN

Effective July 1, 1998, the Employer will provide hospitalization and medical insurance for full time employees, their spouse and children nineteen (19) years of age and under for the following programs incorporated in this Section.

Coverage - Blue Cross/Blue Shield Master Medical (Option 2) with a Prudent Purchaser arrangement entitled Blue's Preferred Plan together with the following Rider options:

- a. Drug Rider with a Three Dollar (\$3.00) co-pay and Generic Drug Equivalent.
- b. Second Surgical Opinion Program
- c. Foot Surgery Predetermination Program

- d. Blue Cross/Blue Shield Prevent
 - e. Blue Cross/Blue Shield same day surgery
- Alternate Carrier - It is hereby agreed that the Employer retains the right to

select alternate insurance plans provided:

- a. The benefits are substantially equivalent to or better than Blue Cross/Blue Shield Master Medical Option 2 with the Prudent Purchaser Option entitled the Blue's Preferred Plan with the Three Dollar (\$3.00) Drug Rider and other options outlined above.
- b. That the Union is notified no less than 90 calendar days in advance of the planned implementation with representatives from the carriers involved.
- c. In the event of a dispute over whether such plans provide substantially the same benefits, the parties shall agree to submit said dispute directly to an expedited arbitration process. Said arbitration shall be completed through National Center for Disputes Settlement (NCDS) or American Arbitration Association the same as provided elsewhere in this Agreement except that the selection process, hearing and brief requirements shall be completed no less than 45 days following submission, if possible. The Arbitrator shall rule on the case within 15 days of the hearing.

Optical - Cooperative Service Plan V Optical Program at no cost to the employee. In addition, the employee may at his/her option purchase an Ophthalmologist Eye Examination rider. The cost is to be totally borne by the employee and payment shall be made to the Employer in accordance with the procedure established by the Treasurer.

Dental - A dental program will go into effect for Class I and II benefits with a 50% employee co-payment of claims up to a maximum carrier coverage of \$800.00 per year.

Duplicate Health Care Coverage - It is hereby declared to be the policy of the City of Riverview that duplicate health care coverage is both inefficient and uneconomical. To avoid duplication of coverage, the Employer shall require all employees to disclose to the office of the Finance Department the existence of all health care coverage available to the employee. Such disclosure shall include the following information and shall be on a form provided by the office of the Finance Department.

1. The name of the alternative health care provider
2. The contract number
3. The name of the individual through whom the insurance is available

4. The name of that individual's employer, if applicable
5. Any other information deemed necessary by the Employer

In the event that the employee has alternative insurance coverage available which is substantially equal or better than that provided by the Employer, the employee shall be required to make an election coverage from the following options:

1. The employee may elect to receive single members coverage from the City of Riverview on the same terms and conditions it is provided to other members of the employee's applicable bargaining unit. In the event that the employee elects this coverage, then and in that instance the employee shall be required to provide evidence that he or she has been dropped from alternative health care coverage available to the employee.
2. If the employee elects to maintain the alternative coverage, the City of Riverview agrees to pay to said employee an amount of money equivalent to approximately one half of the premium for single member coverage under the then current health care plan in effect in the employee's applicable bargaining unit.

3. In no event shall the employee be permitted to maintain both the alternative health care coverage and the coverage provided to the employee pursuant to the applicable collective bargaining agreement.

Any employee failing to comply with the disclosure provisions of this policy shall be notified of such failure and given ten (10) days within which to make such disclosure. The ten (10) day period may be extended by the City Manager for good cause shown. Failure to make disclosure within the ten (10) day period, or the period as extended by the City Manager shall result in the termination of health care coverage as provided by the Employer. Such termination of coverage shall continue until such time as the employee complies with the disclosure requirement. The City Manager will notify the employee of the decision to terminate health care insurance coverage. The re-institution of insurance coverage, if appropriate, shall be subject to the eligibility requirements of the insurance carrier.

An employee whose coverage has been terminated pursuant to the provisions of this policy shall have a right to appeal that decision to the City Council. Such appeal shall be made within ten (10) days of the date

that the employee is notified by the City Manager that coverage will be terminated.

Election of Stipend - Payment of the alternative stipend shall be made in accordance with the following policy:

- a. Payment shall be made semi-annually
 - b. Payment shall be adjusted up or down according to the rate in effect at the time of the payment.
 - c. Payments are made in arrears, and shall be prorated at the time of hiring or leaving the city.
- D. The City shall cover employees retiring from the City service with an immediate pension benefit, with a minimum of ten (10) credit years in the city's retirement system. Employees retiring shall receive the City's hospitalization/health care plan and shall contribute to the premium therefor to the extent of four percent (4%) of the premium for each year of service rendered to the City (not to be prorated) to a maximum of one-hundred percent (100%) of the premium. The employee shall be responsible for the balance of the premium and shall pay it to the City in a manner prescribed by the city treasurer. The City shall also cover the

retiree's spouse and children under the age of eighteen (18) under the terms of this subsection.

Employees leaving the City service on a disability retirement shall receive health care coverage with the premium paid one-hundred percent (100%) by the City, unless the disability arose out of an injury incurred in the course of outside employment. In that event, the employee shall not receive coverage. Retirees who are covered by a similar or better health care plan shall not be eligible to receive coverage.

(e) The coverage agreed to in Section 10 shall continue as Blue Cross/Blue Shield medicare complimentary coverage when the retiree and spouse become eligible for medicare as long as retirement benefits are being paid. The provisions of Section 10 will not apply when the employee become eligible for medicare. A retiree shall abide by the City's duplicate health care coverage policy.

The retiree would be responsible for the medicare Part B premiums and any other future costs associated with the Federal Medicare program.

SECTION 11. PENSION

(a) All employees under this agreement shall be members of the City's Retirement system (Ordinance #252) as amended from time to time by the City

Council. Pension contributions shall be computed on gross wages including vacation and holiday pay and overtime pay.

SECTION 12. UNIFORMS

(a) The City shall provide insulated coveralls (for winter use) and shall replace same when necessary.

(b) The insulated coveralls are to be worn only during City work.

(c) The City shall provide all employees covered by this agreement with five (5) changes of uniforms per week.

SECTION 13. BEREAVEMENT

(a) In the event of death in the employee's immediate family the Employer agrees to pay three (3) working days pay for absence due to death of father, mother, spouse, brother, sister, mother-in-law, father-in-law, grandparents or child.

SECTION 14. STRIKE AND LOCKOUT

(a) The Union and the employee shall not sanction, encourage, nor participate in any strike, slowdown, honor any picket lines, or in any manner condone any deviation from the normal working conditions or standards of the golf course and ski hill facility. Such cause of action shall be grounds for disciplinary action including dismissal. The Employer agrees it will not institute a lockout.

(b) The Union agrees there shall be no strike, and the Employer agrees there shall be no lockout pertaining to any grievance which, by the terms of this Agreement, is to be submitted to arbitration. The Union will not be liable for damages in breach of agreement in the event of strikes or work stoppages which the Union has not authorized and as to which the Union has used its best efforts to prevent and terminate.

SECTION 15. EMPLOYEE GRIEVANCE

(a) A grievance is defined as an alleged violation of a specific Article or Section of this Agreement. An employee will not present a written grievance to the Employer without the intervention of the Union or its Representative.

(b) All grievances that arise shall be settled only in the following manner:

Step 1. If an employee has a grievance, he shall first notify the Steward, then the Steward and the Supervisor shall discuss the matter.

Step 2. If the employee is not satisfied with the results of Step 1, he shall reduce his grievance to writing and submit it to the Steward and the Department Head within five (5) working days from Step 1. The Department Head or his designee shall respond within five (5) days from submittal.

Step 3. If the grievance is not settled at Step 2, the grievance shall be submitted to the City Manager by the grievant or the Union within five (5) working days from the response in Step 2.

Step 4. If the grievance is not settled in Step 3, then such grievance may be submitted to arbitration, by either the Union or the Employer.

(c) A resolution of a grievance reached between the Employer and the Union is binding upon all employees affected and cannot be challenged by an individual employee.

SECTION 16. ARBITRATION

(a) An impartial arbitrator shall be selected by the City and the Union by mutual agreement; and in the event the City and the Union cannot agree, the party requesting arbitration may contact the Federal Mediation and Conciliation Service or National Center for Dispute Settlement (NCDS) for an arbitrator in accordance with the applicable rules and regulations of the Association. The expenses of the arbitration, excepting the parties own expenses including witnesses, shall be borne equally by the City and the Union. The arbitrator shall have the authority and jurisdiction to determine the propriety of the interpretation and/or application of the collective bargaining agreement respecting the grievance in question, but shall not

have the power to alter or modify the terms of this Agreement. Any compensation so awarded shall be less any earnings or other compensation earned elsewhere. The decision of the arbitrator shall be final and binding upon all parties.

(b) The party claiming to be aggrieved shall give notice of intent in writing to arbitrate within fifteen (15) days from the third (3rd) step. If no reply in writing has been received from the City and the Union within the time limit provided in Steps 1, 2, 3 or 4, it shall be deemed as a favorable reply to the other party.

(c) EXPEDITED ARBITRATION - Whenever the Union and the Employer have been unable to agree on a resolution to a grievance which has arisen under this Collective Bargaining Agreement, the Employer and the Union may mutually agree to move the grievance to arbitration under this Expedited Arbitration provision, in lieu of the arbitration provisions above. The Agreement for Expedited Arbitration shall be made in writing.

(c-1) When an Expedited Arbitration has been agreed to by the Employer and the Union, the case shall be referred to a mutually agreed on Arbitrator.

(c-2) Under this Collective Bargaining Agreement, an Expedited Arbitration must be held within two (2) weeks after the Arbitrator has been selected. The Arbitration Hearing shall be held at the place most convenient for the parties, the

grievant and the witnesses, such as on or near the job site. The arbitrator must render his Award within seven (7) days after the conclusion of the Hearing. The Award shall be one paragraph in length which may be accompanied by a brief explanation of such Award and a copy of the Award shall be delivered by the Arbitrator to the Employer and to the Union. No briefs or written argument shall be filed with the Arbitrator, but the Arbitrator shall consider all evidence submitted, including documentary evidence. The Arbitrator shall not have the power to add to, subtract from or alter the Collective Bargaining Agreement.

(c-3) To the extent applicable the rules governing an Expedited Arbitration under this Collective Bargaining Agreement shall be the rules of the American Arbitration Association or National Center for Dispute Settlement (NCDS) governing Expedited Arbitrations.

(c-4) The cost of the Arbitration Hearing, if any, and the charges of the Arbitrator shall be borne equally by the Employer and the Union except that each party shall pay the charges of any Attorney or other representative retained by it. The arbitration Award shall be final and binding on the Employer, the Union, the Grievant and the employees and shall be enforceable in any Court having jurisdiction.

SECTION 17. WAIVER CLAUSE

(a) The terms and conditions of this Agreement shall remain in full force and effect for the duration of this Agreement. This Agreement shall constitute the total of negotiations and neither party is obligated to open this Agreement for negotiations on any matter included in or omitted from this contract, unless both parties mutually agree to do so.

(b) No agreement or understanding contrary to this Agreement, nor any alteration, variation, waiver, or modification of any of the terms and conditions contained herein, shall be binding upon the parties hereto unless such agreement, understanding, alteration, variation, waiver or modification is executed in writing between the parties. It is further understood and agreed that this contract constitutes the sole, only and entire agreement between the parties hereto and cancels and supersedes any other agreement, understanding, past practices and arrangements heretofore existing.

SECTION 18. MANAGEMENT RIGHTS

(a) The City, on its own behalf and on behalf of its electors, hereby retains and reserves unto itself, without limitations, except as contained in this agreement, all powers, rights, authority, duties, and responsibilities conferred upon and vested in

it by the laws and the Constitution of the State of Michigan and of the United States, the City Charter, the Riverview Code and any modifications made thereto, and any resolution passed by City elected or appointed officials. Further, all rights which ordinarily vest in and are exercised by employers except such as are specifically relinquished herein are reserved to and remain in the City, including but without limiting the generality of the foregoing the right (a) to manage its affairs efficiently and economically, including the determination of quantity and quality of services to be rendered, the control of materials, tools, and equipment to be used, and the discontinuance of any services, material or methods of operation; (b) to introduce new equipment, methods, machinery or processes, change or eliminate existing equipment and institute technological changes, decide on materials, supplies, equipment and tools to be purchased; (c) to subcontract or purchase any or all work processes or services, or the construction of new facilities or the improvement of existing facilities; (d) to determine the number, location and type of facilities and installations; (e) to determine the size of the work force and increase or decrease its size; (f) to hire, assign and lay off employees, to reduce the workweek or the workday or effect reductions in hours worked by combining layoffs and reductions in workweek or workday; (g) to direct the work force, assign work and determine

the number of employees assigned to operations; (h) to establish, change, combine or discontinue job classifications and prescribe and assign job duties, content and classifications, and to establish wage rates for any new or changed classification; (i) to determine lunch, rest periods, and clean-up times, the starting and quitting time and the number of hours worked; (j) to establish work schedules; (k) to discipline and discharge employees for cause; (l) to adopt, revise and enforce working rules and carry out cost and general improvement programs; (m) to transfer, promote and demote employees from one classification, department or shift to another; (n) to select employees for positions and to determine the qualifications and competency of employees to perform available work.

(b) Furthermore, the City, as Employer, shall retain as management rights, any and all powers and rights over wages, hours, and other conditions of employment not expressly abrogated in this Agreement.

SECTION 19. CLASSIFICATIONS AND WAGES

See Appendix "A" attached hereto.

SECTION 20. EDUCATION REIMBURSEMENT

(a) The Employer agrees to reimburse an employee for approved work related education expenses. Reimbursable education expenses shall be limited to tuition and fees.

(b) The Employer shall have the right to determine whether the course work is work related and approved for reimbursement.

(c) The employee must show proof of achieving a grade of "C" (70%) or better, or a passing grade in the case of a pass/fail course to receive the reimbursement.

(d) Any City education reimbursement exceeding fifty dollars (\$50.00) in any one fiscal year, shall be returned to the City if the employee resigns within two (2) years of the reimbursement.

SECTION 21. PESTICIDE APPLICATOR'S PERMIT

A. Each facility service employee who is employed at the golf course, with the exception of the facility service mechanic, shall be required, as condition of employment, to obtain and maintain a State of Michigan Certified Pesticide Applicator's Permit.

SECTION 22. COMPLIANCE TO LAW

(a) If any clause or provision of this Agreement is found to be contrary to any law, general order, Presidential Proclamation or regulation of any constituted authority then it shall be deemed to abrogate and supersede the invalid portion hereof and the remaining provisions hereof shall continue in full force and effect.

SECTION 23. RENEWAL OR CHANGE

This Agreement shall terminate on the 31st day of July, 2000 unless or until otherwise extended by the mutual agreement of the parties herein. In the event, that a party wishes to modify the terms of the contract, such notice shall be submitted to the opposite party prior to sixty (60) days before the termination date of this agreement. In the event that neither party wishes to terminate nor modify the collective bargaining agreement, the agreement shall continue in full force and effect for one (1) additional year after the termination date hereof.

SECTION 24. LENGTH OF AGREEMENT

This Agreement shall be in full force and effect from August 1, 1997, until Midnight on July 31, 2000.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement,

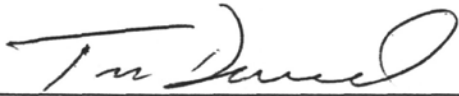
by their duly authorized representatives on this ____ day of _____, 1998.

FOR THE CITY:

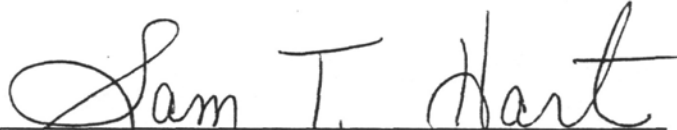
City of Riverview
14100 Civic Park Drive
Riverview, MI 48192-7689
Phone: (313) 281-4201
Fax: (313) 281-4228

FOR THE UNION:

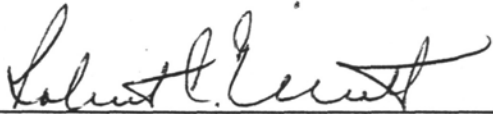
International Union of Operating
Engineers, Local No. 324, 324-A, 324-B
324-C, and 324-D, AFL-CIO
37450 Schoolcraft Rd., Suite 110
Livonia, Michigan 48150
Phone: (313) 462-3660



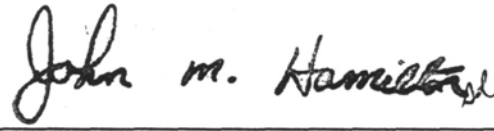
Tim Durand, Mayor



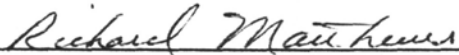
Business/Manager



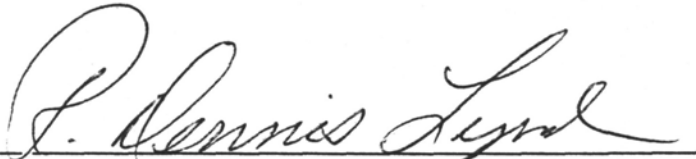
Robert C. Elliott, City Manager



President



Richard Mathews, Golf Director



Recording-Corresponding Secretary



David L. Sabuda, Finance Director

AB/sd
opeiu #42 afl-cio
RIVERFAC.AGR

APPENDIX - A

CLASSIFICATIONS AND WAGES

EFFECTIVE DATES

	<u>8/1/97</u>	<u>8/1/98</u>	<u>8/1/99</u>
(a) LEADER			
*Base Wage	\$16.78	\$17.25	\$17.28
*Vacation & Holiday (13% Funded)	<u>2.18</u>	<u>2.24</u> 13.5%	<u>2.33</u>
Gross Wage	\$18.96	\$19.49	\$19.61

(b) FACILITY SERVICE MECHANIC

*Base Wage	\$16.51	\$16.97	\$17.00
*Vacation & Holiday (13% Funded)	<u>2.15</u>	<u>2.21</u> 13.5%	<u>2.30</u>
Gross Wage	\$18.66	\$19.18	\$19.30

(c) FACILITY SERVICE AFTER 18 MONTHS

*Base Wage	\$16.28	\$16.74	\$16.77
*Vacation & Holiday (13% Funded)	<u>2.12</u>	<u>2.18</u> 13.5%	<u>2.26</u>
Gross Wage	\$18.40	\$18.92	\$19.03

(d) FACILITY SERVICE - After Twelve (12) Months

*Base Wage	\$14.78	\$15.19	\$15.22
*Vacation & Holiday (13% Funded)	<u>1.92</u>	<u>1.97</u> 13.5%	<u>2.05</u>
Gross Wage	\$16.70	\$17.16	\$17.27

(e) FACILITY SERVICE - After Nine (9) Months

*Base Wage	\$13.34	\$13.71		\$13.74
*Vacation & Holiday (13 % Funded)	<u>1.73</u>	<u>1.78</u>	13.5%	<u>1.85</u>
Gross Wage	\$15.07	\$15.49		\$15.59

(f) FACILITY SERVICE - After Six (6) Months

*Base Wage	\$11.52	\$11.84		\$11.86
*Vacation & Holiday (13 % Funded)	<u>1.50</u>	<u>1.54</u>	13.5%	<u>1.60</u>
Gross Wage	\$13.02	\$13.38		\$13.46

(g) FACILITY SERVICE - After Three (3) Months

*Base Wage	\$10.51	\$10.80		\$10.82
Vacation & Holiday (13 % Funded)	<u>1.37</u>	<u>1.40</u>	13.5%	<u>1.46</u>
Gross Wage	\$11.88	\$12.20		\$12.28

(h) FACILITY SERVICE - Minimum Starting Rate

*Base Wage	\$ 8.49	\$ 8.73		\$ 8.75
*Vacation & Holiday (13 % Funded)	<u>1.10</u>	<u>1.13</u>	13%	<u>1.18</u>
Gross Wage	\$ 9.59	\$ 9.86		\$ 9.93

Five hundred (\$500) dollar contract signing bonus for first year of agreement only (1997).