

AGREEMENT

THIS AGREEMENT, made and entered into this 10th day of March, 1982, by and between the City of Muskegon Heights, located in Muskegon Heights, Michigan, party of the first part, and hereinafter termed the "EMPLOYER" and the Teamsters Local 214, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, located at 2801 Trumbull Avenue, Detroit, Michigan, party of the second part, hereinafter called the "UNION".

WHEREAS, the parties entered into a collective bargaining agreement dated November 28, 1979, and

WHEREAS, it was extended and amended on July 2, 1981, and extended and amended on March 10, 1982, and

WHEREAS, the parties have negotiated in good faith and have arrived at certain agreements; and

WHEREAS, the parties desire to set forth their agreements in writing:

NOW, THEREFORE, IT IS AGREED AS FOLLOWS:

1. That the collective bargaining agreement referred to above dated November 28, 1979 and expiring June 30, 1981; and the subsequent agreement dated July 2, 1981 and expiring December 31, 1981, shall be extended for a period of one year from January 1, 1982, up to and including December 31, 1982, on the same terms and conditions as contained in said contract unless specifically amended, in writing, by this agreement.

2. That the following salary schedule shall be in effect for the time period above noted in this agreement:

Muskegon Heights, City of

*City of Muskegon Heights
Office of the City Manager
2724 Peck Street
Muskegon Heights, Mich. 49444*

Michigan State University
LABOR AND INDUSTRIAL
RELATIONS LIBRARY

WAGES AND CLASSIFICATIONS

January 1, 1982

<u>Classification</u>	<u>Wages</u>
1. Laborer	\$6.52 - 6.79
2. Truck Driver (Small Equip. Operator)	6.86 - 7.16
3. Groundskeeper (Sewer Maint. Man General Repairman)	7.01 - 7.29
4. Light Equipment Operator (Meter Repairman)	7.08 - 7.36
5. Meter Reader, Painshop & Signal Maintenance Man	7.17 - 7.45
6. Signal & Meter Maintenance Heavy Equipment Operator Garage Mechanic II	7.36 - 7.65
7. Service Repairman	7.49 - 7.77
8. Filtration Operators & Maintenance Relief Operators	
Unlicensed	\$ 15,904.24 - 16,739.22
License F-4 + \$200	16,137.80 - 16,972.78
License F-3 + \$500	16,488.14 - 17,323.12
License F-2 + \$800	16,838.48 - 17,673.46
License F-1 + \$1,100	17,188.82 - 18,023.80
9. Foreman	7.70 - 8.12
10. Foreman-Operator & Maintenance Filter Plant	16,026.99 - 18,526.52
11. Water Distribution	
From Unlicensed to License S3 + \$200	
From S3 - S2	300
From S2 - S1	300

3. That Article VI Subcontracting on Page 3 of the Collective Bargaining Agreement shall be amended to read as follows:

"If for economic reasons it should be decided by management to have contractors perform work, management has such right in good faith to place work with outside contractors. In effecting such sub-contracts, management will not displace or layoff bargaining unit personnel. ~~[However, if in management's sole discretion, layoffs are necessary, such layoffs shall be effected by inverse order of seniority within each department, and each employee to be laid off shall receive notice and have such rights as are provided by Article IX, Seniority].~~"

*J.P. April 1, 82
A.S. April 1, 1982*

That during the length of this Agreement, the City of Muskegon Heights shall not layoff any employees covered by this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals the day and year first above written.

EMPLOYER:

CITY OF MUSKEGON HEIGHTS

By: *Kenneth Heineman*
Kenneth Heineman, Mayor

By: *Fred S. Snider*
Fred S. Snider, City Manager

UNION:

TEAMSTERS STATE, COUNTY AND
MUNICIPAL WORKERS LOCAL 214

By: *James J. Panos*
James J. Panos, Business Agent

By: _____