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AGREEMENT
Michigan State University
**LABOR AND INDUSTRIAL
RELATIONS LIBRARY**
between

Alpena

CITY OF ALPENA
Alpena, Michigan

and

**UNITED STEELWORKERS OF AMERICA
AFL - CIO**

July 1, 1973 to June 30, 1975



*United Steelworkers
2477 U.S. 23 South*

Alpena, Mich. 49707

AGREEMENT

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AGREEMENT

Memorandum of Agreement, between the City of Alpena, hereinafter called the City, and United Steelworkers of America, International Union, AFL-CIO, hereinafter called the Union; for the purpose of establishing wage rates, hours of labor and conditions of employment, and for the purpose of improving the relationships between the City and its employees.

Article I

Recognition—Agency Shop—Checkoff

- A. The City recognizes the Union as the sole and exclusive bargaining representative for City employees with the exception of the categories listed in Paragraph B below.
- B. The following categories of employees shall not be subject to the terms of this Agreement:
 - 1. All employees in executive or supervisory positions, including foremen, life guards and patrol boys.
 - 2. All employees in the Police and Fire Departments and the Alpena General Hospital.
- C. 1. All employees employed in the bargaining unit, or who become employees in the bargaining unit, who are not already members of the Union, shall within thirty (30) days of the effective date of this provision or within thirty (30) days of the date of hire by the Employer, whichever is later, become members, or in the alternative, shall, within thirty (30) days of the effective date of this provision or within thirty (30) days of their date of hire by the Employer, whichever is later, as a condition of employment, pay to the Union the initiation fees and each month a service fee in an amount equal to the regular monthly Union membership dues uniformly

required of employees of the Employer who are members.

2. The Employer upon receiving a signed statement from the Union indicating that the employee has failed to comply with this condition, shall immediately dismiss said employee.
 3. An employee who shall tender or authorize the deduction of initiation fees and membership dues (or service fees) uniformly required as a condition of acquiring or obtaining membership in the Union, shall be deemed to meet the conditions of this Article so long as the employee is not more than thirty (30) days in arrears of payment of such dues (or fees).
 4. The Employer shall be notified, in writing, by the Union of any employee who is thirty (30) days in arrears in payment of the initiation fee and/or membership dues (or fees).
 5. The Union shall refund to the employee Union dues and initiation fees, assessments erroneously deducted by the City and paid to the Union.
- D.** The City will checkoff monthly dues, agency shop fees, assessments and initiation fees each as designated by the International Secretary-Treasurer of the Union, as membership dues in the Union, for every employee who has agreed to it in writing. Such designation also includes the procedures to be followed.
- E.** The pay referred to for the deduction of dues, initiation fees shall be the first pay closed and calculated in the month.
- F.** The Union shall notify the City in writing of the amount of the dues and initiation fees to be deducted and whenever they are changed thereafter. Application for checkoff of dues and initiation fees shall be made by individual employees on a form to be furnished by the Union.

- G. A list of the employees names from whom dues and initiation fees have been deducted shall be furnished the International Secretary-Treasurer of the Union at the time that the dues and initiation fees are remitted. This shall be done within one week after payday.

Article II — Management

The management of the City and the direction of the working forces, including the right to plan, direct and control City operations, to hire, suspend or discharge for cause, or transfer, to relieve employees from duty because of lack of work or for other legitimate reasons, and the right to introduce new or improved working methods or facilities, are vested exclusively in the City, provided that, in the exercise of these prerogatives the City shall not violate the provisions of this Agreement.

Article III — Government Laws and Regulations

To the best knowledge and belief of the parties, this contract contains no provision which is contrary to federal or state law or regulation. Should, however, any provision of this Agreement, at any time during its life, be in conflict with federal or state law or regulation, then such provision shall continue in effect only to the extent permitted. In event of any provision of this Agreement thus being held inoperative, the remaining provisions of the Agreement shall, nevertheless, remain in full force and effect.

Article IV — Seniority

A. Seniority is defined as the right of preference as to layoff, re-hiring and demotion, measured by length of service. Promotions shall be based on qualifications and seniority. The principle of seniority shall be observed in accordance with conditions listed below.

1. It is the practice of the City to employ students as temporary employees for summer work whenever practical. A man who has stated his intention to continue his formal education is considered a student in the meaning of this paragraph, and he will be required to sign a personnel slip stating this intention at the time of his employment. A new employee who does not state such intention will not be considered a temporary employee under the provisions of this paragraph. Any person considered as a temporary employee will have no reemployment rights upon completion of his summer employment. All such temporary employees will be terminated not later than September 30. Temporary employees shall have no bidding rights outside of their department.

B. Probationary Period

1. The seniority of a new employee shall be established after 30 days of continuous employment and shall begin as of the original date hired.

2. Employees in labor classifications shall be considered on a probationary or trial basis for the first sixty (60) days of their employment. Employees in all other classifications shall be considered on a probationary or trial basis for the first ninety (90) days of their employment. No controversy concerning their tenure of employment shall be deemed a grievance hereunder, provided, however, that probationary employees shall be subject to all terms of this Agreement not inconsistent with this clause.

C. Seniority

1. City-wide seniority is defined as the seniority established for each employee from his original date of hire, and such seniority shall be used for layoff, re-hiring, temporary assignments when transferred to other departments, vacations, retirement, longevity and sick leave purposes.
2. Department Seniority — departmental seniority is defined as the seniority status of an employee in a given department of the City, with respect to all other employees who have seniority status in the same department.
Separate departmental seniority lists are to be maintained for the following groups of employees:
 - a. Highway
 - b. Cemetery
 - c. Water
 - d. Parks
 - e. Sewage Disposal
 - f. Filtration Plant
 - g. Light
 - h. City Hall Custodial
3. An employee's departmental seniority shall accumulate continuously from the date he is first permanently employed in such department, until terminated by any of the circumstances enumerated in sub-paragraph (4) below:
4. Department and City-wide Seniority shall be terminated:
 - a. When an employee is discharged for just cause.
 - b. When an employee quits.
 - c. When an employee fails to report for work after a layoff, when properly notified in accordance with Article IV, Paragraph G.
 - d. When an employee is laid off or is absent for any reason whatsoever for a period equal to the amount of seniority he had at

the time he was laid off or started his period of absence, subject, however, to the provisions of Article IV.

5. Department seniority only shall be terminated when an employee is transferred to another department at his own request, provided, that his original departmental seniority shall be maintained for not over fifteen (15) working days to permit a trial period in his new department. This provision is applicable to all permanent transfers herein.
6. When an employee is transferred to another department as a result of temporary reduction in the working force and is later re-assigned to his original department, there shall be no loss of departmental seniority in his original department.
7. When an employee's departmental seniority has been terminated, and he is later employed in the same department, a new departmental seniority date shall be established for him based on the date of his re-assignment to such department.
8. Absence due to injury or disease for which Workmen's Compensation is payable shall not terminate seniority.

D. Seniority Lists

1. The most recent departmental seniority lists showing the employees permanent classification and rate of pay are attached hereto as Schedule A and form a part of this Agreement. Such lists are hereby accepted as correct by both parties; provided that the Union may protest the accuracy of same within thirty (30) days from date hereof. A copy of this list shall be posted in all departments and revised once each month.
2. Notwithstanding any of the seniority rules contained herein, the Local Union President and Chairman of the Grievance Committee

shall, during their terms of office, be placed at the head of their city-wide seniority list, provided, however, that this preferential seniority shall be only for the purpose of determining layoffs and rehiring.

3. Any employee appointed to a supervisory position, or any other position not subject to this Agreement, and who is demoted from such employment shall be reinstated to the bargaining unit with his original seniority date, and be reinstated in his original job if his seniority entitles him to do so.

E. Temporary Vacancies and Transfers

1. A job will be considered vacant when the employees holding the job has quit, is discharged, demoted, promoted, transferred or when it is a newly created job. All other vacancies shall be considered temporary.
2. Temporary vacancies shall be filled within a department by asking the employee with the most Departmental Seniority, and so on down the seniority list; provided they have the ability to perform the duties of the job and desire to take the job.
 - a. Employees filling temporary vacancies resulting from vacations shall fill such vacancies for the duration of such vacation and shall be paid the rate of the vacancy being filled.
3. Employees temporarily transferred and assigned to temporary vacancies in other departments shall be assigned on a city-wide seniority basis, with the employees holding the most seniority getting their choice of the vacancies.
4. Employees temporarily assigned or transferred to a lower paid job in their own department or in a different department shall receive their regular rate of pay.

5. Employees temporarily transferred to a higher paid job in their own department or in a different department shall receive the rate of the higher classification or job for the hours actually worked at the higher classification if the employee works for one hour or more at the higher classification.
6. Such assignments and/or transfers shall not be made if there is work on their regular jobs nor to deprive other employees of overtime pay.

F. Filling Vacancies

1. All permanent vacancies and new jobs, with their wage rates, within a department shall be posted on the bulletin board in that department for a period of seven (7) days. The City reserves the right to require testing and the setting of qualifications for any vacancy. Forms for making application will be made available to the employees in that department. As soon as possible after the seven (7) day period has expired, the vacancy shall be filled from those who have made application with preference given to the employee who has the most departmental seniority and the aptitude to perform the work; the City reserves the right to give written tests to determine aptitude. He shall be given a breaking-in period of fifteen (15) working days on such job. If retained after fifteen (15) days he shall be permanently allocated the classification. If not retained or if he does not desire the job during the fifteen (15) day period, he shall be reinstated in his former classification. Notwithstanding the above, any test and/or procedures used in the filling of vacancies shall be subject to examination by the International Representatives of the Union. If the City is unable to determine such employee's aptitude and qualifications by reason of the fact that certain of the job duties

are cyclical or seasonal in nature, then such employee's evaluation period shall be extended to a period of fifteen (15) working days or longer by mutual agreement from the time that such cyclical or seasonal duties are required to be performed by the City without relation to the period of time that such employee may have held such vacancy or new job.

2. If a vacancy cannot be filled within a department, the City will post a notice on the Bulletin Boards in all departments for seven (7) days, describing the vacancy and advising that applications will be accepted from employees in other departments. Any employee who wants to be transferred to such vacant job shall, within the seven (7) day period, make written application to the City Manager. When an employee is transferred to another department and is later reassigned to his original department, there shall be no loss of departmental seniority in his original department.
3. Employees who are absent for a period not to exceed six (6) months, because of illness, on vacation or some other good reason, will have seven (7) days from the date of their return to work to make application. An employee who has accepted another job on a trial basis, and is required to return to his original job, shall be entitled to apply for another job which was advertised during his trial period provided he makes application within forty-eight (48) hours after having returned to his original job.
4. Whenever a job is abolished in a department the employee may exercise his departmental seniority and bump the next junior employee in his department who in turn may do the same, etc.

G. Layoff and Re-hiring

1. When a reduction in the working force is necessary, employees shall be laid off in accordance with their city-wide seniority; that is, the employee with the least city-wide seniority shall be laid off first, etc.; provided that in the selection of employees for layoff, due consideration shall be given to the retention of men properly qualified and physically able to perform the available work.

Whenever an employee is to be laid off, the City shall notify him and the Chairman of the Grievance Committee at least 24 hours in advance unless circumstances make such notice utterly impossible.

2. Laid off employees shall be re-hired in accordance with their city-wide seniority; that is, the employee with the greatest city-wide seniority shall be re-hired first, etc.; provided he has the ability and is physically able to perform the duties of the job which is open.
3. When re-hiring a laid off employee, the City will notify him by registered mail at his last known address. If such employee does not notify the City within ten (10) days from the mailing date of such notice that he will report for work on the date specified, or give satisfactory reasons for delay beyond such time, he shall be considered as having quit, and all seniority shall be terminated. If the person called is not readily available within a twenty-four (24) hour period, the City may call in the next man in line and he shall be given a minimum of five (5) days work, after which the proper person could come in to work.

H. Military Service

Any employee who is inducted into, or enlists in, the Armed Forces of the United States (including any employee called to active duty as

a member of a reserve component of the Armed Forces) and who is entitled to re-employment rights under the Selective Service Acts of 1940 and 1948, as amended and extended, or any other applicable federal law, shall be deemed on leave of absence during the period required for such military service, and his seniority shall continue to accumulate during such period of service. Upon termination of military service, he shall be restored to the position he held at the time he left to enter service or to a position of like seniority, status and pay which he is able to perform; provided that the City's circumstances have not so changed as to make such restoration impossible or unreasonable; then further provided that the employee meets all the qualifications for re-employment rights required by the Selective Service Acts of 1940 and 1948, or any other applicable federal law.

Article V — Hours and Overtime

A. The regularly scheduled workweek shall begin and end at 8:00 A.M. Monday.

Regular starting time shall be 8:00 A.M. each day. Regular quitting time shall be 4:30 P.M. each day. The exception to these hours are the Water Production and Sewage Treatment Plant and City Hall Custodial where starting time shall be 7:00 A.M. and the Maintenance men at both Water and Sewage Plants shall start at 8:00 A.M.

1. There shall be a one-half hour unpaid lunch period each day for all day men.
2. For the purpose of computing overtime, eight (8) hours shall constitute a days work. All time worked over eight (8) hours in any twenty-four (24) hour period, and all time worked over forty (40) hours in any one workweek shall be paid at the rate of time and

one-half; provided that overtime rates shall not be paid when more than eight (8) hours in twenty-four (24) are worked as a result of regular shift changes or as a result of employees trading shifts for their own convenience. All hours not worked while an employee is on sick leave shall be used in the computation of daily and weekly overtime.

- B. 1.** Overtime shall be distributed among the employees in a department in the same job classification on as equitable a basis as possible. If the employee is unavailable in the job classification where overtime work is necessary, then the overtime shall be distributed among the other employees in the department on as equitable a basis as possible. Whenever practical the man with the least amount of overtime hours shall be asked first.
- a. Any employee who does not wish to be assigned overtime out of his regular classification will be permitted to sign a waiver of such overtime. Further, any employee who does not wish any overtime will be permitted to sign a Waiver of such overtime. Overtime available to an employee who has signed a waiver shall be marked against the employee in red. An employee may revoke the waiver at any time. The Union shall receive copies of waivers signed by employees.
 - b. An employee who refuses overtime will be charged the amount of overtime worked by the employee accepting the overtime assignment. Any employee who accepts an overtime assignment and fails to work such assignment will also be charged the amount of overtime work which was assigned to such employee.
 - c. An employee scheduled to work overtime on a Saturday or Sunday and who is low in overtime shall be considered as to over-

time occurring prior to such scheduled overtime.

- d. Surplus overtime in either the Truck Driver I or II classification shall be first offered to truck drivers in the opposite classification as the surplus occurs before being offered to the Department. Surplus means when no one is available in the classification for the overtime.
2. The City will not change work schedules or work days to avoid the payment of overtime.
3. A chart will be maintained and kept posted in the department, revised at the end of each pay period, showing the total unscheduled overtime hours worked by each employee, and also those hours available but not worked, through no fault of the City.
4. Any employee ordered and reporting for work at any time shall receive a minimum of four (4) hours pay. Employees will not be deliberately assigned to do unrelated work, or work which could be done during regular hours in order to try to have them fill in the four (4) hours call-out.
5. Employees reporting for work on their regular shifts without having been properly notified that there will be no work shall receive a minimum of four (4) hours pay at their regular rate.
6. When an employee goes from his permanent classification to a temporary classification or from one temporary classification to another temporary classification, or from one department to another department, he will be given the overtime of the employee in this classification who is highest in overtime. When he returns to his own permanent classification he will be marked in red if any overtime was available to him in his permanent classification while he was filling the temporary vacancy for more than 16 working days.

7. An employee who is off sick, on disciplinary suspension or leave of absence, will be marked in the red if overtime hours were available to him.

An employee who is off on vacation or off due to an on-the-job injury, his overtime shall remain the same as before the vacation or the on-the-job injury occurred except that after the employee has been off the job 60 days, he will then be marked in the red for any overtime normally available to him.

8. Whenever an employee is off sick he shall be considered sick until he reports for work on his regular scheduled day and shall not be called for overtime during this period.
9. Temporary student employees shall not be eligible for any overtime until all other employees in his classification have been given the opportunity for available overtime.

Article VI — Holidays

- A. The following days shall be recognized as holidays: New Year's Day, Good Friday, Decoration Day, Independence Day, Labor Day, Thanksgiving Day, the day preceding Christmas Day and Christmas Day. In addition to the above holidays, there shall be one (1) additional holiday to be known as a "floating holiday". Such holiday to be taken at any time by the employee upon one (1) day prior notification to his supervisor. If December 24th falls on Saturday or Sunday, the holiday shall be considered the preceding Friday. If any of the above holidays fall on Saturday or Sunday, the following Monday shall be considered the holiday.

An employee must have worked one thousand (1,000) hours to be entitled to the floating holiday.

- B. 1.** Employees who do not work on the holidays specified above shall receive as holiday pay, eight (8) straight time hours pay at the rate they received for the most hours on the last day worked prior to the holiday, exclusive of shift differentials, provided they meet all of the following conditions:
- a. A new employee shall not be eligible for holiday pay until after thirty (30) days from the date of his employment.
 - b. The employee shall perform work in the twelve (12) calendar day period immediately preceding or the twelve (12) calendar day period immediately following the holiday, except when absent on scheduled vacation. Should a holiday occur during the first twelve (12) days that an employee, who is otherwise eligible for holiday pay, is laid off, he shall receive the appropriate holiday pay.
 - c. The employee shall have worked his scheduled hours of work on his last scheduled work day preceding the holiday and also on his first scheduled work day following the holiday; provided, however, that absence or tardiness due to illness or other compelling personal reasons, supported by adequate proof of same, shall not disqualify an employee for holiday pay if he meets all the other conditions stipulated.
 - d. Notwithstanding Sub paragraph (b) above, any employee who is on vacation with pay shall receive the extra eight hours holiday pay.
2. Employees ordered to report for work on a holiday, but who fail to report for and perform such work, shall not be entitled to any holiday pay.
3. Employees who work on a holiday shall be paid at two and one-half (2½) times their

regular straight time hourly rate for the hours actually worked. Such rate shall be in lieu of and not in addition to holiday pay for holidays not worked, except that when an employee works less than eight (8) hours on a holiday and is otherwise eligible for holiday pay, he shall receive the balance of his eight (8) hours for hours not worked.

4. For the purpose of this paragraph a holiday is defined as the 24 hour period beginning at 8:00 A.M. of the holiday.

Holiday is defined for the two Plants and City Hall Custodial as the twenty-four hour period beginning at 7:00 A.M. of the Holiday, except for Plant Maintenance men whose holiday will start at 8:00 A.M.

5. With respect to employees working on jobs normally scheduled to operate less than seven (7) days per week, the hours worked on a holiday and the holiday hours paid for but not worked, but not to exceed a total of eight (8) hours for both, shall be considered as hours worked for the purpose of computing weekly overtime and for the purpose of computing the forty (40) hour work schedule.
 6. With respect to employees working on jobs normally scheduled to operate seven (7) days per week:
 - a. The hours worked on a holiday, but not to exceed a total of eight (8) hours, shall be counted as hours worked for the purpose of computing weekly overtime and for the purpose of computing the forty (40) hour work schedule.
 - b. Holiday hours paid for but not worked shall not be considered as hours worked for the purpose of computing the forty (40) hour work schedule.
- C. An employee called and reporting for work on a holiday shall receive a minimum of four (4) hours pay at double time and one-half ($2\frac{1}{2}$).

Article VII — Vacation and Sick Leave

Eligibility — An employee must be in the employ of the City for six (6) months prior to July 1st to be eligible for vacation.

The vacation year shall commence July 1st.

A. 1. a. After one (1) year an employee shall be entitled to one (1) week vacation with pay for five (5) working days.

After two (2) years an employee shall be entitled to a two (2) week vacation with pay for ten (10) working days.

After eight (8) years an employee shall be entitled to a three (3) week vacation with pay for fifteen (15) working days.

After fifteen (15) years an employee shall be entitled to a four (4) week vacation with pay for twenty (20) working days.

After twenty (20) years an employee shall be entitled to a five (5) week vacation with pay for twenty-five (25) working days.

After twenty-five (25) years an employee shall be entitled to a six (6) week vacation with pay for thirty (30) working days.

Upon at least twenty-four (24) hours notice and with supervisor's approval, an employee shall be allowed to take one week of his vacation in day or days at a time. In such event, the allocable part of the employee's vacation pay shall be included in the pay check following such vacation day(s) and shall be computed and determined at the employee's straight time rate on the last day of the pay period prior to such vacation day(s) averaged on the eight (8) hour period of his regularly scheduled day and shift.

b. Shift employees shall be entitled to take working days off as in the past but shall be paid as per Paragraphs 1 and 2.

2. Computation of pay for each day of vacation other than those taken day(s) at a time shall consist of eight (8) hours at the average of the individual employees straight time hourly rate on the Friday of his regularly scheduled eight hour day in the pay period two (2) weeks prior to such scheduled vacation.

If an employee's vacation has been properly scheduled then upon the employee's request given at least two (2) weeks prior to the date of starting his first week of such vacation, he shall be given his vacation check on the payday preceding his vacation covering the pay for the amount of vacation he is currently taking.

3. The determination of when vacations may be taken is left to the Department Head, who will prepare and post a vacation schedule for his department. The exact time of the vacation must be regulated by the needs of the department. In choosing time for vacations, the oldest man in departmental seniority will have first choice, second oldest second choice, etc.; provided he has specified his choice by June 1 of each year. If an employee does not choose his vacation time on or before June 1, the employee will forfeit any preference to which his seniority entitled him. Notwithstanding the foregoing, if any employee is "bumped" out of his designated vacation time on June 1, then a grace period between June 1 and June 15 shall be allowed in order to straighten out the vacation periods. This shall be done immediately on a departmental seniority basis with the assistance of the departmental Steward and the Department Head. After June 16, vacation applications shall be considered in the order received without regard to seniority.
4. An employee must take his vacation time off. If an employee does not take his vacation in

the vacation year he shall lose all vacation for the previous year. Any employee asked not to take his vacation after the vacation time has been approved shall have the opportunity to take his vacation time off for vacation purposes before the end of the contract year.

5. Should an employee be off sick during his scheduled vacation time, he may be permitted to change his vacation to a subsequent date which will not conflict with another employee's vacation. Consideration of such request is contingent upon prompt notice and proof of illness to the employee's immediate superior.
6. An employee may split up his vacation into units of weeks or take it all at once, but shall only have first choice by seniority, after that first come - first served.
7. When an employee quits, is discharged, retires or dies, he or his heirs shall be paid for unused vacation earned in the prior years as well as vacation allowance he has accumulated during the current year pro rated on a weekly basis. The vacation pay at the time of separation shall not be considered as payment for any time worked or not after the date of separation.
8. When an employee returns to work under the provisions of Article IV, Paragraph H, his total time in military service shall be counted in determining how many vacation weeks he is eligible for.
9. There need be no lapse of time between vacations of two different years.
10. Whenever a week falls in two (2) calendar years, the week will be considered to be in the year in which the most days of the week fall.

B. Sick Leave

1. Sick leave shall accumulate at the rate of one (1) day of each month of service, subject to the following:
 - a. During the first ten (10) years of service an employee shall be entitled to thirty (30) days maximum accumulative sick leave.
 - b. After ten (10) years of service an employee shall have thirty (30) days more of sick leave added with a maximum of sixty (60) and accumulative to sixty (60).
 - c. After fifteen (15) years of service an employee shall have thirty (30) days more of sick leave added with a maximum of ninety and accumulative to ninety (90).
 - d. After twenty (20) years of service an employee shall have thirty (30) days more of sick leave added with a maximum of one hundred twenty (120) and accumulative to one hundred twenty (120).
2. Sick leave may be used only for cases of actual sickness.
3. Sick leave will be paid only if the employee makes every reasonable effort to notify his Department Head before the start of his scheduled day of work.
4. In each case of a request for sick leave, the employee will be requested to sign a statement of request.
5. The Department Head may require a doctor's certificate in addition to the employee's statement provided such requirement is reasonable under the existing circumstances. Such a requirement shall not apply to short sick leaves of one or two days unless such leaves are habitual in nature.
6. For purposes of this Paragraph B, persons employed for less than six (6) months on specific temporary jobs shall be considered

temporary employees and shall not accumulate sick leave. If employed over six (6) months, sick leave shall accumulate and be retroactive to the employee's original date of hire.

Article VIII — Safety and Health

- A.** All legal obligations and duties imposed by law upon the Employer for the preservation of life and property, shall be complied with to the fullest extent.
- B.** The employees will abide by all reasonable rules and regulations of the Employer for the protection and the preservation of life and property.
- C.** When in the opinion of an employee or the Union reasonable protection is not provided for the prevention of injury or the preservation of health, this shall be considered a proper subject for grievance to be taken up pursuant to the regular grievance procedure.
- D.** A Safety and Health Committee shall be formed. It shall consist of four (4) people (two from the Union and two from the Employer). This committee shall meet at least once each month only on the days of Tuesday to Thursday inclusive and at 3:30 p.m. to discuss and try to resolve any unsafe conditions or practices. The City will pay for one hour of such time as may be spent by the employee members in such meetings. The committee shall keep minutes of each meeting and see that both the Employer and the Union is furnished with a copy of the minutes.

Article IX — Grievances

- A. The Union shall be entitled to form a Grievance and Negotiation committee consisting of three (3) members. For purposes of grievance procedure and election of Stewards, the following departments are hereby designated:
1. Highway
 2. Cemetery & Parks
 3. Sewage Disposal
 4. Filtration Plant
 5. Light & Water
 6. City Hall Custodial by Chairman of the Grievance Committee.

- B. Meetings of the Grievance Committee may be called at any time at reasonable intervals by the Local Union President, Chairman of the Grievance Committee, City Manager and/or Personnel Director.

The Grievance and Negotiation Committee and Stewards shall be compensated at their proper rate of pay for all working time lost in adjusting grievances or in contract negotiations.

- C. A grievance is defined as any controversy between the parties hereto; or between the City and any employee covered by this Agreement, which relates to:
1. Working conditions in the City not specifically covered by the Agreement, or
 2. Interpretation or violation of any provision of this Agreement.

- D. The following procedure is to be observed in the settlement of grievances:
1. Any employee having a complaint or grievance shall take the matter up with his immediate supervisor within thirty (30) days, following the alleged occurrence of such complaint, his Department Steward being absent or present at the option of the employee.

An employee, the Union or the City must initiate a grievance within thirty (30) days following the alleged occurrence of the event. After the expiration of this thirty (30) day period, all rights of the grievance procedure shall be forfeited.

2. If Step #1 does not effect a settlement within 48 hours the grievance shall be reduced to writing by the department Steward or Chairman of the Grievance Committee and a copy given to the Department Head. They, together with the Director of the Department of Public Works and the Chairman of the Grievance Committee shall meet within five (5) working days and try to resolve the matter.
3. If Step #2 does not effect a settlement, the written grievance shall be referred to the City Manager and International Representative within fourteen (14) days. The City Manager or his designated representative and a representative of the International Union together with the Grievance Committee shall meet at the City Hall within fourteen (14) days after receipt of the written grievance and attempt settlement. Within seven (7) days after conclusion of this meeting the City Manager shall submit to the Union a written statement of the City's decision or position with respect to such grievance. Failure of either party to comply with any of the above outlined procedures in this step, unless by mutual consent to the contrary, shall constitute acceptance of the other party's position.
4. If Step #3 does not effect settlement, the party which initiated the grievance or grievances shall have the right to submit the matter to the Civil Service Board provided that said party shall give written notice to the other party of its intention within fourteen (14) days after receiving the letter provided for

at the conclusion of Step #3. The Civil Service Board shall meet within fifteen (15) days after receiving notice and render an immediate decision in writing to the parties.

- a. The Civil Service Board shall have jurisdiction and authority to interpret and apply the provisions of this Agreement insofar as it shall be necessary to the determination of the grievance before them, but they shall have no jurisdiction or authority to alter or amend in any way the provisions of this Agreement.
5. If the decision or determination of the Civil Service Board in Step #4 is not satisfactory, the party which initiated the grievance or grievances shall have the right to submit the matter to arbitration. The request for an arbitrator may be submitted to the American Arbitration Association. Their rules shall be governing as to procedures.
 - a. The Arbitrator shall have jurisdiction and authority to interpret and apply the provisions of this Agreement insofar as it shall be necessary to the determination of the grievance before him, but he shall have no jurisdiction or authority to alter or amend in any way the provisions of this Agreement.
 6. The cost of such arbitration shall be borne equally by the City and the Union and the decision of the Arbitrator shall be final and binding on both parties.
- E.** In all steps of the grievance procedure described above, either the City or the Union shall have the right to specify that the aggrieved employee or his foreman or both, be called in to discuss the details of the grievance in the presence of the proper representatives of both the City and the Union.

Article X — Wages

A. All wage rates in existence shall be increased by twenty-nine cents (\$.29) per hour effective July 1, 1973 and by thirty-three cents (\$.33) per hour effective July 1, 1974. The attached Schedule A reflects these increases. Schedule A shall remain in effect for the life of this Agreement unless otherwise stipulated below.

1. Attached to and forming part of this Agreement is a list of Job Classifications and wage rates. (Schedule A)

2. Period No.	Period Covered	Shift Premium
1	7 A.M. to 3:00 P.M.	No Premium
2	3 P.M. to 11:00 P.M.	5¢
3	11 P.M. to 7:00 A.M.	10¢

In all cases, shift premium shall be paid on the basis of actual hours worked in each of the above periods; provided that, when an employee performs continuous work during more than one of the above periods, he shall receive shift premium for his total hours of continuous work based upon the shift premium applicable to the period in which the majority of such hours fall. (In case the hours of work fall equally into two (2) periods the higher premium shall be paid for all hours worked).

B. The regular workweek shall be as presently established by the City and be as shown below.

1. Highway	40 hours
2. Cemetery	40 hours
3. Water	40 hours
4. Parks	40 hours
5. Sewage Disposal Plant	40 hours
6. Filtration Plant	40 hours
7. Light	40 hours
8. City Hall Custodial	40 hours

Some employees are now on a forty-two (42) hour weekly average schedule. Should the num-

ber of hours be reduced then the Employer and the Union shall meet and negotiate a wage adjustment. If no agreement is reached it shall be subject to the grievance procedure.

An employee who has worked overtime shall not be laid off during the remainder of the week for the purpose of off-setting such overtime.

- C. It is recognized that changing conditions and circumstances may from time to time require the installation of new wage rates or adjustment of existing wage rates, because of the creation of new jobs or changes in the duties of existing jobs. When a new job is established, or when changes in an existing job have resulted in a substantial change in the duties of same, the City shall set a temporary rate for same and put it into effect; — such rate being subject to review by the Union in the manner provided below.

At the time of putting such temporary rate into effect, the City will notify the President of the Union of its action. If the Union wishes to negotiate for a revision of such rate, it shall notify the City Manager within fifteen (15) days after notice from the City has been given. If, after a meeting of the parties, no agreement is reached, the Union may file a grievance within fifteen (15) days after such meeting; the basis of such grievance being the question of fairness of the rate to be established.

The rate determined at the conclusion of negotiations or grievance procedure shall be retroactive to the original date when the temporary rate was put into effect. If the Union fails to take the required action within the time limits specified above, the temporary rate established by the City shall become permanent and not subject to change for the remaining term of this Agreement.

If at any time the Union feels that a new job has been created and has not been established and classified by the City, or that the duties of existing jobs have changed substantially, the Union may take this up pursuant to the grievance procedure.

- D.** When any employee feels that the nature of his work entitles him to a change in his job classification, this matter shall be presented to the City through the regular grievance procedure.
- E.** Payments of wages shall be made weekly on Friday.

Article XI — Insurance

- A.** The Comprehensive Blue Cross (MVF-1) Blue Shield Plan with Master Medical shall be in effect covering all employees and their dependents with the City paying the premium for all full time permanent employees.
 - 1. Riders S & F shall be optional and their cost to be paid by the employee.
- B.** The City shall continue in effect the present life insurance plan whereby employees are insured for \$4,000.00 for which the City pays the entire cost.
- C.** During the period of employment by the City, it will pay the premiums for the insurance provided for in Article XI while the employee is off work due to non-work connected illness or injury for a period not exceeding six (6) months beyond the date that the employee's sick leave eligibility terminates.
- D.** In cases of physical disability to work resulting from compensable accidental injuries while on the job, the City will pay, on behalf of the affected employee, the premiums for the insurance provided for in Article XI during such time as this contract is in force and the employee is

on the payroll and is qualified for and receiving weekly benefit payments from Workmen's Compensation. The City shall not be obligated to pay such premium if the employee effects a redemption of the liability by lump sum payment under Workmen's Compensation.

Article XII — Longevity Benefits

Effective July 1, 1963 employees for the City of Alpena will receive longevity pay in accordance with the following rules and regulations:

All longevity pay determinations shall be based on six month periods, July 1 to December 31 and January 1 to June 30. References to "specific six months period" shall refer to either of those six month periods. All anniversaries shall be computed on the basis of the next July 1 or January 1 following the true anniversary.

1. 2% of base pay on completion of 8 consecutive years of service and 2% (making a total of 4%) of base pay on completion of 15 consecutive years of service.
2. Temporary or part-time employment shall not accumulate for longevity time.
3. Longevity payments will be received on approximately December 1 and June 1 of each year.
4. To qualify for the December 1 payment the necessary years must have been accumulated by the preceding July 1. In case the employee leaves the service of the City prior to December 1 the payment shall be paid on the date of separation.
5. To qualify for the June 1 payment the necessary years must have been accumulated by the preceding January 1. In case the employee leaves the service of the City prior to June 1 the payment shall be paid on the date of separation.

6. An employee who voluntarily leaves the service of the City shall not be entitled to prorated longevity payments.
7. An employee who involuntarily leaves the service of the City shall be entitled to prorated longevity payments.
8. In the event that an employee leaves the employment of the City for his own convenience and at a subsequent time returns to employment by the City, such employee shall start as a new employee and shall not be entitled to any of the benefits granted by this ordinance for prior services.
9. Unpaid interruptions of employment accumulating to twenty-two (22) eight (8) hour work days in any specific six months period of thirty (30) consecutive calendar days in any specific six months period shall void the longevity payment for that period.

The same rule shall apply in computing length of service to determine initial eligibility for longevity pay.

CASE I Employee "X"
 October 1, 1955
 Started work
 October 1, 1963
 8th Anniversary
 June 1, 1964
 First payment due

CASE II Employee "Y"
 May 1, 1953
 Started work
 May 1, 1961
 8th Anniversary
 December 1, 1963
 First payment due

CASE III Employee "Y"

August & Sept., 1963
35 days unpaid leave
(Rule 9)

December 1, 1963
First payment due

June 1, 1964

No payment due. In addition, the specific six months period from July 1 to December 30 of 1963 is stricken from accumulated time toward 15 year longevity increase.

Article XIII — Funeral Leave

The employee will be permitted, upon notifying his Department Head, to be absent from work without loss of pay from the occurrence of the death of the employee's immediate family as follows:

Up to 3 consecutive working days: Wife, Child, Father, Mother, Father-in-law, Mother-in-law, Sister or Brother, Close relative living with him.

Up to 1 working day: Brother-in-law or Sister-in-law.

Funeral leave time shall be used in computation of weekly overtime.

Article XIV — Jury Duty

It is agreed that the City shall share in any wage loss incurred by a regular employee (as distinguished from a probationary employee) because of jury service by payment of the difference between the amount received for such jury service on the day such employee would have been regularly scheduled to work at his regular rate of pay.

Jury Duty time shall be used in computation of weekly overtime.

Article XV — Retirement Plan

The present retirement system for the "General City members" shall continue. In the determination of base pay, the final average compensation shall be computed and based upon the thirty-six (36) highest paid months for the last sixty (60) months of employees employment

Article XVI — Other Conditions of Employment

1. Whenever an employee is discharged or suspended the City shall immediately orally notify the departmental Steward or the Chairman of the Grievance Committee. The City shall also within 24 hours notify the Chairman of the Grievance Committee in writing.
2. In the event an employee or employees are selected by this Union or any labor organization with which this Union is affiliated to perform any task or attend any meeting or institutes which necessitates a leave of absence, he shall be granted such leave of absence without pay or loss of seniority.
3. The City will provide reasonable and adequate bulletin boards in each department, to be used by the Union; provided however, that each notice or other matter to be posted shall have the approval of the City Manager. Notwithstanding the above restrictions, the Union shall be permitted to post without approval, notices of Union meetings, Union elections and results of same, and Union recreational and social events.
4. Employees designated as leaders shall have no authority to hire, fire or handle grievances, but may continue to distribute jobs.
5. The International Union representatives may visit the departments at reasonable times during working hours but shall not hinder or interfere with the progress of the work.

6. Employees elected to a political office shall be granted a leave of absence for the term or terms of such office.
7. Whenever an employee is required to work through his scheduled lunch period, he shall be paid for such time worked; and under such circumstances such employee shall have the option of taking an unpaid lunch period later, or eating his lunch on the job without loss of productive work.
8. In case of inclement weather, proper and adequate raingear shall be furnished.
9. In the event that the International Union should affiliate with another labor organization before the termination of this Agreement, such other labor organization will then be recognized as the exclusive bargaining agency to the extent permitted by law. Any labor agreement then in effect shall continue in effect for the period of the Agreement stated herein.
10. The City shall provide uniforms for the Mechanics, Meter Readers and Meter Repair, Sewage Maintenance and also at the Sewage Plant when needed and also for employees while engaged in tarring streets.
11. Coffee breaks shall be permitted at mid-morning and mid-afternoon each day. These breaks shall be for a period of 10 minutes.
Coffee breaks shall be taken on the job assignments. No one shall be permitted to leave their job assignment for the lunch break before 11:50 A.M.
12. In case of a sickness or injury within the Water Production Plant and Sewage Treatment Plant, requiring an operator replacement, such replacement shall be filled first by the operator off duty and available.

Should the need for overtime continue for a period of 14 days and more, the maintenance man shall step in and pick up the "off" man's

shift for the balance of the sick leave, the job injury or leave of absence.

Article XVII — Duration and Renewal

The parties hereto agree to apply the provisions of this Agreement to all employees without regard to race, color, sex, religious creed or national origin.

This Agreement shall be binding upon the parties hereto, their successors and administrators. The terms of this Agreement shall become effective as of July 1, 1973, except as otherwise noted, and continue until June 30, 1975. The Agreement shall then be automatically renewed for additional periods of one (1) year unless either party shall notify the other party at least one hundred twenty (120) days before the expiration date of its desire to change or terminate the Agreement. Both parties pledge themselves to meet within fifteen (15) days from the time of such notice for the purpose of negotiating any changes or renewal.

Economic items of this Agreement shall become effective with the pay period starting nearest to July 1, 1973.

Dated at Alpena, Michigan this 24th day of January, 1974.

City of Alpena

James R. Burch

United Steelworkers of America, AFL-CIO

I. W. Abel

John S. Johns

Walter J. Burke

Charles G. Younglove

Robert W. Kurtz

James S. Frary, Sr.

Leonard A. Pyscynski

Leonard E. Nehring

SCHEDULE "A"
July 1973

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
FILTRATION DEPT.					
F-2 Operator	4.65	Ray Hall	4.65	4-16-53	4-16-53
		Patrick Soltysiak	4.65	3-11-57	3-11-57
		Thomas Twite	4.65	2- 1-66	2- 1-66
F-3 Operator	4.38	John Nowakowski	4.38	7- 6-71	7- 6-71
Unlicensed Opr.	4.24				
Maint. Man	4.19	Jerry Plume	4.19	6- 5-72	6- 5-72
SEWAGE DEPT.					
B License Opr.	4.65				
C License Opr.	4.38	Leland Dubie	4.38	7- 6-55	3- 1-54
		Gene Colby	4.38	12-22-69	12-22-69
Unlicensed Opr.	4.24	John Hundley	4.24	3-26-73	3-26-73
		Dale Goupell	4.24	4- 9-73	4- 9-73
Maint.-Lab. Man	4.24	John McConnell	4.24	2-11-70	2-11-70
Maint. Man	4.19	Edward Soltysiak	4.19	5-16-66	5-16-66
LIGHT DEPT.					
Light Equip. Opr.	4.24	Emmet Jaskolski	4.24	4-16-62	4-16-62
Labor	3.87-4.03	Clayton Lee	4.03	5- 1-68	5-25-65

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
CEMETERY DEPT.					
Labor Leader	4.28	Jack Weise	4.28	5- 2-52	5- 2-52
Light Equip. Opr. (Tractor Backhoe & Front End Loader)	4.24				
Truck Driver - II	4.19				
Labor	3.87-4.03	Roger Gutierrez	4.03	4- 7-69	4-18-66
		Lawrence Smigelski	4.03	4-22-69	4-22-69
		John Gohlke (1)	3.87	6- 4-73	6- 4-73
		William McKay (2)	3.87	6- 4-73	6- 4-73

— 32 —
Labor Leader — Cemetery \$4.28 when at cemetery — spring until fall.

WATER DEPT.

Water Leader	4.49	Clifford Hawkins	4.49	9-26-55	9-26-55
Meter Reader	4.38	Sidney Blake	4.38	5- 8-45	5- 8-45
Meter Repair	4.33	Edward Hanson	4.33	5- 9-50	5- 9-50
Light Equip. Opr. Tractor Backhoe & Front End Loader)	4.24	Raymond Weisel	4.24	4-25-52	4-25-52
Labor	3.87-4.03	Leonard Nehring	4.03	6- 5-61	6- 5-61
		Michael Liske	3.98	2- 9-72	2- 9-72

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
PARKS DEPT.					
Bridge Opr. & Maint.	4.28	Howard Newhouse	4.28	4-12-65	5-16-38
Light Equip. Opr. (Tractor Mower & Broom, John Beane Sprayer)	4.24	Elwood Monette	4.24	6- 1-67	1- 4-65
Tree Trimmer(Aerial Bucket & Climbing only)	4.24				
33 Truck Driver - I	4.14	Ronald Ceglarek	4.14	6-26-67	4-13-67
Labor	3.87-4.03	Raymond Bray	4.03	1- 4-65	1- 4-65
		Dale Sloan	4.03	1- 4-71	9-26-55
		Leonard Pyscynski	4.03	1- 4-71	1- 4-65
		David Thompson	3.98	5-30-72	5-30-72
		John Prieur	4.03	1-18-73	10-13-71
Labor Leader	4.28				
CUSTODIANS					
II	4.15	Arthur Wilder	4.15	6-13-55	6-13-55
I	4.03	David Helinski	4.03	3- 2-70	5- 3-68

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
HIGHWAY DEPT.					
Mechanic Leader	4.60	Roy Williams	4.60	9- 8-59	9- 8-59
Carpenter	4.60	Cash Stepanski	4.60	1-25-54	1-25-54
Heavy Equip. Opr. (Motor Grader, Koehring Backhoe, Euclid Front-end Ldr. Hydraulic Shovel, Bulldozer, Bantam Dragline)	4.28-4.42	Gerald Gruschke	4.42	8- 1-48	8- 1-48
		Gordon Heussner	4.42	7- 1-51	7- 1-51
		Milton Hanson	4.33	1- 1-58	6- 8-51
		Albert Prevo	4.33	4-23-53	4-23-53
		Alfred Eller	4.28	9-18-53	9-18-53
Inventory Control Clerk	4.49	Gerald Gapske	4.49	10- 1-63	3-21-61
Mechanics	4.33	Arthur Morgan	4.33	7-27-42	7-27-42
		Eugene Jones	4.33	9-17-56	9-17-56
Labor Leader	4.28	Walter Schober	4.28	7-22-57	7-22-57
		Fred Robbins	4.28	5- 2-55	5- 2-55
Truck Driver & Block Layer	4.28	Thomas Keller	4.28	7- 6-66	7- 6-66

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
Light Equip. Opr. (Tractor Backhoe & Front-end Loader, Sweeper, Light Dept. Truck, Roller, & Travel Plant)	4.24	Arthur Murray	4.24	7-17-56	4-10-51
		Bernard Peplinski	4.24	12- 6-65	12- 6-65
Truck Driver - II (Truck Plow, Under- body Scraper, Water Truck with Scraper, Salt Spreader and Sidewalk Plows and Small Bulldozer) Vac-All	4.19	Ray Kaczorowski	4.19	4-16-62	4-16-62
		James Webster	4.19	1-17-54	1-17-54
		Alfred Markey	4.19	1- 4-65	1- 4-65
Truck Driver - I	4.14	Roy LaLonde	4.14	8-31-59	8-31-59
		Arthur Romel	4.14	4-16-62	4-16-62
		Arthur Burns	4.14	4-30-62	4-30-62
		Donald Amlotte	4.14	4-22-66	4-22-66
		James Frary	4.14	5-31-66	5- 3-55
Grease Man	4.19	Theodore Wozniak	4.19	1- 4-65	1- 4-65
Painter Helper	4.03				

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
Labor	3.87-4.03	Bernard Szymanski	4.03	6- 5-69	4-12-67
		Kenneth Wirgau	4.03	10-11-71	5-17-66
		Ronald Zarske	3.98	6-13-72	2-10-72
		Francis White	3.98	6-13-72	2-11-72
		Steve Dutcher (3)	3.87	6-18-73	6-18-73
		Walter Misiak (4)	3.87	6-18-73	6-18-73
		Randall Bye (5)	3.87	6-20-73	6-20-73
		Robert Ferguson (6)	3.87	6-20-73	6-20-73
		Thomas Lawrence (7)	3.87	6-20-73	6-20-73
		Bruce Canavan (8)	3.87	6-20-73	6-20-73
		Larry Kieliszewski (9)	3.87	6-20-73	6-20-73

The classification of "Labor" has a wage rate range of \$3.87 to \$4.03. Employees will progress at the rate of five (5¢) cents every 6 months until the maximum is reached. Present employees will be adjusted according to their seniority.

SCHEDULE "A"

July 1974

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
FILTRATION DEPT.					
F-2 Operator	4.98	Ray Hall	4.98	4-16-53	4-16-53
		Patrick Soltysiak	4.98	3-11-57	3-11-57
		Thomas Twite	4.98	2- 1-66	2- 1-66
F-3 Operator	4.71	John Nowakowski	4.71	7- 6-71	7- 6-71
Unlicensed Opr.	4.57				
Maint. Man	4.52	Jerry Plume	4.52	6- 5-72	6- 5-72
SEWAGE DEPT.					
B License Opr.	4.98				
C License Opr.	4.71	Leland Dubie	4.71	7- 6-55	3- 1-54
		Gene Colby	4.71	12-22-69	12-22-69
Unlicensed Opr.	4.57	John Hundley	4.57	3-26-73	3-26-73
		Dale Goupell	4.57	4- 9-73	4- 9-73
Maint.-Lab. Man	4.71	John McConnell	4.71	2-11-70	2-11-70
Maint. Man	4.52	Edward Soltysiak	4.52	5-16-66	5-16-66
		William Merrill	4.52	10-15-73	10-15-73
LIGHT DEPT.					
Light Equip. Opr.	4.57	Emmet Jaskolski	4.57	4-16-62	4-16-62
Labor	4.20-4.36	Clayton Lee	4.36	5- 1-68	5-25-65

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
CEMETERY DEPT.					
Labor Leader	4.61	Jack Weise	4.61	5- 2-52	5- 2-52
Light Equip. Opr. (Tractor Backhoe & Front End Loader)	4.57				
Truck Driver - II	4.52				
Labor	4.20-4.36	Roger Gutierrez	4.36	4- 7-69	4-18-66
		Lawrence Smigelski	4.36	4-22-69	4-22-69
Labor Leader — Cemetery \$4.61 when at cemetery — spring until fall.					
WATER DEPT.					
Water Leader	4.82	Clifford Hawkins	4.82	9-26-55	9-26-55
Meter Reader	4.71	Sidney Blake	4.71	5- 8-45	5- 8-45
Meter Repair	4.66	Edward Hanson	4.66	5- 9-50	5- 9-50
Light Equip. Opr. (Tractor Backhoe & Front End Loader)	4.57	Raymond Weisel	4.57	4-25-52	4-25-52
Labor	4.20-4.36	Leonard Nehring	4.36	6- 5-61	6- 5-61
		Michael Liske	4.36	2- 9-72	2- 9-72

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
PARKS DEPT.					
Bridge Opr. & Maint.	4.61	Howard Newhouse	4.61	4-12-65	5-16-38
Light Equip. Opr. (Tractor Mower & Broom, John Beane Sprayer)	4.57	Elwood Monette	4.57	6- 1-67	1- 4-65
Tree Trimmer (Aerial Bucket & Climbing only)	4.57				
Truck Driver - I	4.47	Ronald Ceglarek	4.47	6-26-67	4-13-67
Labor	4.20-4.36	Raymond Bray	4.36	1- 4-65	1- 4-65
		Leonard Pyscynski	4.36	1- 4-71	1- 4-65
		David Thompson	4.36	5-30-72	5-30-72
		John Prieur	4.36	1-18-73	10-13-71
Labor Leader	4.61				
CUSTODIANS					
II	4.48	Arthur Wilder	4.48	6-13-55	6-13-55
I	4.36	David Helinski	4.36	3- 2-70	5- 3-68

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
HIGHWAY DEPT.					
Mechanic Leader	4.93	Roy Williams	4.93	9- 8-59	9- 8-59
Carpenter	4.93	Cash Stepanski	4.93	1-25-54	1-25-54
Heavy Equip. Opr. (Motor Grader, Koehring Backhoe Euclid Front-end Ldr. Hydraulic Shovel, Bulldozer, Bantam Dragline)	4.61-4.75	Gerald Gruschke	4.75	8- 1-48	8- 1-48
		Gordon Heussner	4.75	7- 1-51	7- 1-51
		Milton Hanson	4.66	1- 1-58	6- 8-51
		Albert Prevo	4.66	4-23-53	4-23-53
		Alfred Eller	4.61	9-18-53	9-18-53
Inventory Control Clerk	4.82	Gerald Gapske	4.82	10- 1-63	3-21-61
Mechanics	4.66	Arthur Morgan	4.66	7-27-42	7-27-42
		Eugene Jones	4.66	9-17-56	9-17-56
Labor Leader	4.61	Walter Schober	4.61	7-22-57	7-22-57
		Fred Robbins	4.61	5- 2-55	5- 2-55
Truck Driver & Block Layer	4.61	Thomas Keller	4.61	7- 6-66	7- 6-66

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
Light Equip. Opr. (Tractor Backhoe & Front-end Loader, Sweeper, Light Dept. Truck, Roller, & Travel Plant)	4.57	Arthur Murray	4.57	7-17-56	4-10-51
		Bernard Peplinski	4.57	12- 6-65	12- 6-65
Truck Driver - II (Truck Plow, Under- body Scraper, Water Truck with Scraper, Salt Spreader and Sidewalk Plows and Small Bulldozer) Vac-All	4.52	Ray Kaczorowski	4.52	4-16-62	4-16-62
		James Webster	4.52	1-17-54	1-17-54
		Alfred Markey	4.52	1- 4-65	1- 4-65
Truck Driver - I	4.47	Roy LaLonde	4.47	8-31-59	8-31-59
		Arthur Romel	4.47	4-16-62	4-16-62
		Arthur Burns	4.47	4-30-62	4-30-62
		Donald Amlotte	4.47	4-22-66	4-22-66
		James Frary	4.47	5-31-66	5- 3-55
Grease Man	4.52	Theodore Wozniak	4.52	1- 4-65	1- 4-65
Paint Helper	4.36				

Classification	Rate	Name	Pay	Dept. Seniority	City-wide Seniority
Labor	4.20-4.36	Bernard Szymanski	4.36	6- 5-69	4-12-67
		Kenneth Wirgau	4.36	10-11-71	5-17-66
		Ronald Zarske	4.36	6-13-72	2-10-72
		Francis White	4.36	6-13-72	2-11-72

The classification of "Labor" has a wage rate range of \$4.20 to \$4.36. Employees will progress at the rate of five (5¢) cents every 6 months until the maximum is reached. Present employees will be adjusted according to their seniority.