

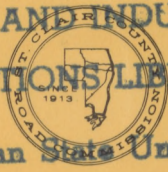
2-27-75

AGREEMENT

between

**BOARD OF COUNTY ROAD
COMMISSIONERS
OF THE COUNTY OF ST. CLAIR**

**LABOR AND INDUSTRIAL
RELATIONS LIBRARY**



Michigan State University

**LOCAL 516-M,
MICHIGAN SERVICE EMPLOYEES
INTERNATIONAL UNION, AFL-CIO**



Effective Date: February 28, 1972

Renewal Date: February 27, 1975

Paul Bretting, Jr. 366

St. Clair, Michigan 48059

St. Clair, County of (Board Commissioners)

CONTENTS

	Page
Assignment	23
Cost of Living Allowance	34
Grievance Procedure	4
Holiday Pay	37
Hours	24
Insurance	37
Layoffs & Recalls	19
Leaves of Absence	30
Longevity Pay	38
Officers — Status, Functions	4
Overtime	24
Payroll Deduction	24
Promotions	20
Recognition	3
Representation	3
Seniority	16
Sick Leave	32
Tool and Clothing Allowance	38
Transfers	20
Vacations	29
Wage Rates	40
Workman's Compensation	34

A G R E E M E N T

This agreement, made and entered into by and between the Board of County Road Commissioners of the County of St. Clair, State of Michigan, hereinafter referred to as the "Employer", and Local 516-M, Service Employees International Union, AFL-CIO, hereinafter referred to as the "Union",

WITNESSETH

In consideration of the premises and the mutual covenants and premises of the parties hereto, it is hereby agreed as follows:

PURPOSE AND INTENT OF THE PARTIES

The purpose of the Employer and the Union in entering into this labor agreement is to set forth their agreement on rates of pay, hours of work, and other conditions of employment so as to promote orderly and peaceful relations with employees, to achieve uninterrupted operations of the St. Clair County Road Commission, and to achieve the highest level of employee performance consistent with safety, good health, and sustained effort.

The Employer and the Union encourage the highest possible degree of friendly, cooperative relationships between their respective representatives at all levels and with and between all employees.

The representatives of the Employer and the Union realize this goal depends

on more than words in a labor agreement, that it depends primarily on attitudes between people in their respective organizations and at all levels of responsibility. They believe that proper attitudes must be based on full understanding of and regard for the respective rights and responsibilities of both Employer and Union; they believe also that proper attitudes are of major importance in the day-to-day operations of the Road Commission and that the administration of this agreement demands fairness and understanding. They believe that these attitudes can be encouraged best when it is made clear that Employer and Union representatives, whose duties involve negotiation of this agreement, are not anti-union or anti-employer but are sincerely concerned with the best interests and well-being of the operations and all employees.

Officials respectively representing the Employer and the Union will, from time to time during the life of this agreement, at the request of either and the mutual convenience of both, meet to apprise their administration of this agreement, to analyze influences which may be impairing the attainment of their joint goal and to improve understanding between their r e s p e c t i v e representatives and among employees. Such meetings shall not be for the purpose of conducting continuing collective-bargaining n e g o t i a t i o n s , nor in any way to modify, add to, or detract from the provisions of this agreement.

By such an arrangement the parties be-

lieve that they, as men of good will with sound purpose, may best promote efficiency in their interests of all, as well as the legitimate interest of their respective organizations within the framework of a democratic society in which regard for fact and fairness is essential.

ARTICLE I

RECOGNITION

1.1) The Union is hereby recognized as the exclusive representative of all construction and maintenance employees, including warehousemen and labor foremen; with the exclusion of office clerical, stockroom and warehouse clerical, temporary employees, engineering, office maintenance, project foreman (formerly job foreman), and all other supervisors for the purpose of collective bargaining with respect to rates of pay, wages, hours of employment and working conditions.

ARTICLE II

REPRESENTATION

2.1) All employees who are covered by this agreement shall be represented for the purposes of grievance procedure and negotiating by stewards and a bargaining committee to be chosen by the Union.

2.2) The bargaining committee shall be composed of five (5) stewards elected from the Districts, the President of the Local Union, and such other Union officers and representatives as indicated in Article III (3.2).

ARTICLE III

JOB STATUS AND FUNCTIONS OF UNION OFFICERS

3.1) Not more than four (4) members of the bargaining committee shall be paid by the Employer for the time spent in processing grievances or negotiations related to the St. Clair County Road Commission, and only for their regularly scheduled working hours, at their regularly scheduled earned rate.

3.2) The names of the stewards and alternate stewards in each District, shall be given in writing to the Employer; no steward or alternate steward shall function as such until the Employer has been advised of his selection in writing by the officers of the Local Union, or an International or Council representative. Any changes in stewards or alternates shall be reported to the Employer in writing as far in advance as possible.

3.3) Any steward or alternate having an individual grievance in connection with his own work may ask for a member of the committee to assist him in adjusting the grievance.

ARTICLE IV

GRIEVANCE PROCEDURES

A. ADJUSTMENT OF GRIEVANCES

4.1) The purpose of this Article is (1) to provide opportunity for discussion of any request or complaint, and (2) to establish procedures for the processing

and settlement of grievances as defined in Section 4.2 of this Article.

4.2) "Grievance" as used in this agreement is limited to a complaint which involves the interpretation or application of, or compliance with, the provisions of this agreement.

4.3) Step 1.

Any employee who believes that he has a justifiable request or complaint shall promptly discuss the request or complaint with his foreman, with or without a steward being present, as the employee may elect, in an attempt to settle same. However, any such employee may instead, if he so desires, report the matter directly to his steward and in such event the steward, if he believes the request or complaint merits discussion, shall take it up with the employee's foreman in a sincere effort to resolve the problem. The employee involved may be present in such discussion, if he so desires. In the event that his steward is not available, all Union functions in this step shall be handled by the alternate steward, if available, or the nearest available steward or alternate without regard to District.

If the foreman and steward, or alternate steward, after full discussion, feel need for aid in arriving at a solution, they may invite the Chief Steward or District Foreman for the area to participate in further discussion but such additional participants shall not relieve the

foreman and steward from responsibility for solving the problem.

However, if a complaint or request has not been satisfactorily resolved in Step 1, it can be presented in writing and processed in Step 2, if after review, the steward and Chief Steward determine that it constitutes a meritorious grievance.

A grievance to be considered beyond Step 1, must be filed in writing with the foreman on forms furnished by the Employer, promptly after the conclusion of Step 1 discussions. It shall be dated and signed by the steward or Chief Steward and by the aggrieved employee or employees wherever possible. When the aggrieved employee (or employees) does not sign, the grievance shall specify by name the aggrieved employee (or employees) involved, unless all employees in a District are involved, in which case the District shall be specified. The grievance form shall include such information and facts as may be of aid to the Employer and the Union in arriving at a fair, prompt and informed decision.

The foreman, promptly upon submission to him of the written grievance, shall write on the grievance form: "The steward and/or employee and I have fully discussed this grievance and I have de-

termined as follows: _____

_____, "in-
dicate the date he received the grievance

form, sign it and deliver it to his District Foreman.

Step 2.

A grievance in this step shall be discussed at a meeting of the District Foreman, steward and/or Chief Steward, which shall be scheduled at a mutually satisfactory time but not later than five (5) days following the filing of an appropriate grievance in this Step 2. The District Foreman shall give his answer not later than five (5) days after the date of the meeting. If the decision in Step 2 is not appealed to Step 3 within five (5) days of the receipt of the answer in Step 2, the grievance shall be considered settled on the basis of such decision and shall not be eligible for further appeal.

Grievances which allege violations directly affecting employees working in more than one department in a district shall be filed initially in Step 2 and be answered by such District Foreman or his representative.

Step 3.

If the grievance is not settled in Step 2, notice of appeal to Step 3 must be given in writing to the Director of Operations not later than five (5) days following disposition of the grievance in Step 2. Such grievance shall then be discussed at a meeting of the Chief Steward and the Director of Operations, which shall be scheduled at a mutually satisfactory time but not later than five (5) days following the filing of an appropriate grievance in this Step 3. The Director

of Operations shall give his answer not later than five (5) days after the date of the meeting. If the decision in Step 3 is not appealed to Step 4, within five (5) days of the receipt of the answer in Step 3, the grievance shall be considered settled on the basis of such decision and shall not be eligible for further appeal.

Step 4.

If the grievance is not settled in Step 3, notice of appeal to Step 4 must be given in writing to the Director of Operations not later than five (5) days following disposition of the grievance in Step 3. Such grievance shall then be discussed between the Union Bargaining Committee, Management Negotiating Committee, a representative of the International Union at the option of the Union, and may include any and all parties involved in the grievance to this Step in an attempt to reach a mutually satisfactory settlement. Either party may request a further statement of facts to be made available not later than three (3) days preceding the date set for the Step 4 meeting. The Employer's answer shall be given within ten (10) days after such meeting. If the final decision in Step 4 is not appealed to arbitration within thirty (30) days of the receipt of the Employer's answer, the grievance shall be considered settled on the basis of such decision and shall not be eligible for further appeal.

4.4) a) At all steps in the grievance procedure, the grievant and the Union representatives shall disclose to the Em-

ployer representatives a full and detailed statement of the facts relied upon, the remedy sought, and the provisions of the agreement relied upon. In the same manner, Employer representatives shall disclose all the pertinent facts relied upon by the Employer.

b) Either party, within the time limits specified in Section 4.3, may request in writing an extension of not more than thirty (30) days. If such request is refused, such refusal must be in writing and must be delivered to the party requesting such extension, at least one (1) day prior to the expiration of the appropriate time limit; otherwise, the time limit will automatically be extended until one (1) day after the written refusal is received. Failure of the Employer to comply with time limits in this Article IV or any extension permitted in this paragraph, will permit the Union to appeal to the next Step by so notifying the Employer.

c) In order to avoid the necessity of filing numerous grievances on the same subject or event, or concerning the same alleged contract violation occurring on different occasions, a single grievance may be processed and the facts of alleged additional violations (including dates thereof) may be presented in writing in the appropriate Step on a special form supplied by the Employer. Such additional claims shall be filed promptly and be signed by each grievant or when not signed by grievant, to be signed and the grievants designated as provided in Step 1. When the original grievance is resolved in the grievance or arbitration procedure, the parties resolving such grievance

(the Fourth Step representatives if resolved by arbitration) shall review such pending claims in the light of the decision in an effort to dispose of them. If any such claim is not settled, it shall be considered as a grievance and processed in accordance with the applicable procedure and the applicable time limitations.

d) Grievances which are not filed initially in the proper step of the grievance procedure shall be referred to the proper Step for discussion and answer by the Employer and Union representatives designated to handle grievances in such Step.

4.5) The grievance procedure may be utilized by the Union in processing grievances which allege a violation of the obligations of the Employer to the Union as such and shall be filed in Step 4. In processing such grievances, the Union shall observe the specified time limits in appealing and the Employer shall observe the specified time limits in answering. In the event an employee dies, the Union may process on behalf of his legal heirs any claim he would have had relating to any monies due under any provision of this agreement.

4.6) If this agreement is violated by the occurrence of a strike, work stoppage, or interruption or impeding of work at any installation or any subdivision thereof, no grievances shall be discussed or processed in the Step 2 or above while the violation continues.

4.7) Notwithstanding the procedure herein provided, any grievance may be

submitted to arbitration at any time by agreement of the parties.

4.8) The Chief Steward, or his designated representative, shall have access to warehouses, subject to established rules and at reasonable times to investigate grievances; provided, however, there shall be no interruption to operations.

4.9) Stewards, alternate stewards and the Chief Steward shall be authorized to represent all employees in departments under their jurisdiction and shall be afforded such time off, without pay, as may be required to: (1) Attend joint Management-Union meetings pertaining to discharges or other matters which cannot reasonably be delayed. (2) As to Chief Steward, or his designated representative, only, to visit warehouses other than his own at all reasonable times only for the purpose of handling grievances, after notice to the Foreman of the District to be visited and permission from his own foreman. (3) Attend regularly scheduled Union Seminars conducted by the International Union for the purpose of educating and training Union representatives in the discharge of their responsibilities and duties under this agreement.

B. SUSPENSION AND **DISCHARGE CASES**

4.10) The purpose of this section is to provide for the disposition of complaints involving suspension or discharge and to establish a special procedure for the prompt review of cases involving discharge or suspension of more than four

(4) calendar days. Complaints concerning suspension of four (4) calendar days or less shall be handled in accordance with Article IV, A — ADJUSTMENT OF GRIEVANCES, and Article IV, C — ARBITRATION. Complaints concerning suspensions of five (5) calendar days or more and discharges shall be handled in accordance with the procedure set forth below.

4.11) An employee shall not be peremptorily discharged. In all cases in which management may conclude that an employee's conduct may justify suspension or discharge, he shall be suspended initially for not more than ten (10) calendar days, and given written notice of such action. A copy of such notice shall be furnished to such employee's steward and a copy mailed to the Union, c/o the President, as soon as practicable.

If such initial suspension is for not more than four (4) calendar days and the employee affected believes that he has been unjustly dealt with, he may file a grievance and have it processed in accordance with Article IV, A — ADJUSTMENT OF GRIEVANCES.

If such initial suspension is for five (5) calendar days or more, and if the employee affected believes that he has been unjustly dealt with, he may request and shall be granted, during the suspension period, a hearing and a statement of the offense before the Director of Operations or his designated representative, with the Chief Steward or his

designated representative present. At such hearing the facts concerning the case shall be made available to both parties. After such hearing, or if no such hearing is requested, Employer shall conclude whether the suspension shall be affirmed, modified, extended, reduced, revoked, or converted into a discharge. In the event the suspension is affirmed, modified, extended, reduced or converted into a discharge, the employee may, within five (5) calendar days after notice of such action, file a grievance in the fourth Step of the grievance procedure. Such grievance shall thereupon be handled in accordance with the procedures of Article IV, A — ADJUSTMENT OF GRIEVANCES and Article IV, C — ARBITRATION.

4.12) Should any initial suspension, or affirmation, modification, or extension thereof, or discharge be revoked by the Employer, the Employer, in the absence of mutual agreement to the contrary, shall re-instate and compensate the employee affected for the time lost at the standard hourly wage rate of the job he occupied at the time of initial suspension.

4.13) Should it be determined by the Arbitrator that an employee has been suspended or discharged without cause, the Employer shall re-instate the employee and compensate him for the time lost at the applicable rate of pay set forth in the immediate preceding paragraph. Should it be determined by the Arbitrator that an employee has been suspended or discharged for cause, the Arbitrator

shall have jurisdiction to modify the degree of discipline imposed by the Employer. The provisions of this Section apply to all suspensions regardless of the number of days involved.

4.14) When a strike, work stoppage, or interruption or impeding of work is in progress, the Employer shall not be required to hold any hearings or notify employees under this Section if the employees are participating in such violation of this agreement or if it is impracticable for the Employer to do so because of such violation. In such cases, the time limit for holding hearings or notifying employees shall start to run upon the termination of the strike, work stoppage, or interruption or impeding of work.

C. ARBITRATION

4.15) If a grievance is not settled in the procedure herein set forth at Step 4, Section 4.3, the Union may within thirty (30) days after receipt of the Employer's decision at Step 4, notify the Employer by certified mail, return receipt requested, that it is taking the grievance to arbitration in accordance with the provisions of Section 4.16.

4.16) If the Union notifies the Employer that it is taking a grievance or grievances to arbitration in the manner and within the time limit prescribed in Section 4.15, the grievance or grievances shall be submitted to arbitration under the Voluntary Labor Arbitration Rules and Regulations of the American Arbitration Association.

4.17) It is understood and agreed between the parties that the powers of the Arbitrator are limited as follows:

a) He shall have no power to decide any matter which is reserved solely to the rights of management;

b) Except as otherwise specifically provided in this agreement, he shall have no power to change the wages, hours or conditions of employment set forth in this agreement;

c) He shall have no power to add to, subtract from or modify any of the terms of this agreement;

d) He shall deal only with the grievance or grievances which occasioned his appointment.

4.18) The expenses of the Arbitrator shall be shared equally between the Employer and the Union. The Arbitrator shall render his decision, in writing, within one (1) month following the submission of the matter to him. His decision shall be final and binding upon all parties to the arbitration.

4.19) Awards of the Arbitrator may or may not be retroactive as the equities of particular cases may demand, but the following limitations shall be observed in any case where the award is retroactive:

a) The effective date for adjustment of grievances relating to:

1) Suspension and discharge cases shall be determined in accordance with the provisions of Section 4.13, Article IV, B — SUSPENSION AND DISCHARGE CASES.

2) Seniority cases, or cases involving rates of pay for new or changed jobs, shall be the date of the occurrence or non-occurrence of the event upon which the grievance is based, but in no event earlier than thirty (30) days prior to the date on which the grievance was filed.

3) Rates of pay to be used in figuring any retroactive award shall be the rate of pay on the date of the occurrence or non-occurrence of event upon which the grievance is based.

b) The effective date for adjustment of grievances involving matters other than those referred to in sub-paragraphs 1), 2) and 3) above shall be no earlier than the date the grievance was first presented in Step 1, but in no event earlier than ten (10) days prior to the date the grievance was first presented in written form in Step 2 of Article IV, A — ADJUSTMENT OF GRIEVANCES.

ARTICLE V

SENIORITY

5.1) New employees hired to fill specific vacancies will be considered as probationary employees until they have been employed continuously for ninety (90) calendar days. After the completion of ninety (90) calendar days, an employee will be considered as a regular employee and his seniority will start as of his last date of hire.

5.2) New employees hired for seasonal work between April 15th and September 30th will be considered as temporary em-

ployees until they have been employed continuously for a minimum of one hundred twenty (120) calendar days. After the completion of one hundred twenty (120) calendar days, an employee will be considered as a regular employee and his seniority will start as of his last date of hire. A temporary employee cannot be continued past October 1st. If such an employee is retained beyond October 1st, said employee shall be considered as a new employee subject to the probationary provisions of Section 5.1 above.

5.3) After the effective date of this agreement, the last date of hire shall mean the last date the employee was employed or transferred to perform work of a nature which is normally assigned to the bargaining unit.

5.4) Employees who are transferred or promoted to a job outside of the bargaining unit shall retain their seniority within the bargaining unit for a period of one (1) year. Thereafter their bargaining unit seniority shall be terminated. After ninety (90) days absence from the bargaining unit, however, their equipment will be posted for bid.

5.5) When an employee acquires seniority, his name shall be placed on the seniority lists. Up-to-date seniority lists shall be made available to all employees for their inspection, by posting where practical or by a satisfactory equivalent method.

5.6) Probationary and temporary employees shall be laid off before any seniority employee.

5.7) After the effective date of this agreement, seniority or continuous service shall be broken by:

- a) Voluntary quitting the service of the Employer;
- b) Failure of an employee to report his absence from a regularly scheduled work day for a period of three (3) consecutive working days, or failure of employee on lay off to report or acknowledge such notice to report within three (3) days of written notice, shall be reported by the Employer to the Union in writing, and a copy of such report shall be mailed by certified mail to the employee involved, at his last known address as shown on Employer records. If within seven (7) calendar days thereafter, good and sufficient reason is not shown for failure to report, such employee shall be deemed to have voluntarily quit the service;
- c) An employee who fails to accept any work offered in accordance with the provisions of this section in lieu of lay off or an employee on layoff who fails to accept any work offered shall also be deemed to have voluntarily quit the service;
- d) Discharge unless reversed by the grievance procedure;
- e) A continuous lay off of two (2) years or for a period of time equal to the employee's seniority at time of lay off, whichever is

greater. This seniority principle is commonly referred to as the time-for-time rule.

ARTICLE VI

LAY OFFS AND RECALLS

6.1) Inasmuch as it is the intent and purpose of this Article to preserve the principle that provided the employee has the ability to perform the work, job security should increase in proportion to length of continuous service without interruption to the efficient operations of the Employer, lay offs and recalls will be based upon seniority, provided the senior employee has the ability to do the work required.

6.2) Lay offs and recalls will be based upon seniority within District locations and within the County. The senior employee so affected may displace any other employee with less seniority in his own classification or any other classification on a countywide basis, provided he has the ability to do the work required. Employees affected will not be eligible for portal-to-portal pay, and will be returned to their own Districts before any other laid-off employees with less seniority are recalled by said Districts. Employees who exercised their seniority under this section shall be paid at the rate of the job to which they bump or to which they are recalled.

6.3) Mechanics of the shop division will not replace employees of the maintenance division, and likewise, employees of the maintenance division will not re-

place mechanics of the shop division under the provisions of this article.

6.4) Excepting employees holding the classification of plant maintenance man as of the date of this agreement, plant maintenance men will not replace employees of the maintenance division, and likewise, employees of the maintenance division will not replace plant maintenance men of the shop division. Plant maintenance men shall have the right to bid on job openings in the shop division

6.5) Supervisory employees shall not be permitted to perform work on an hourly rated job, except in the following types of situations:

- a) An emergency arising out of unforeseen circumstances which calls for immediate action;
- b) In the instruction or training of employees, including demonstrating the proper method to accomplish a task assigned.

6.6) Seniority of an employee shall continue while absent because of injury covered by Workmen's Compensation.

6.7) The re-employment of military service veterans shall be in accordance with applicable State and Federal statutes in effect at the time of re-employment.

ARTICLE VII

TRANSFERS AND PROMOTIONS

7.1) Notice of available promotions shall be posted by equipment number, if applicable, for bidding by employees

in their respective districts. Bid notices shall be posted for five (5) working days and awards to the successful applicants made within three (3) working days following the closing of bids. Bids once posted shall be awarded unless none of the applicants meet minimum requirements of Section 7.2 below.

7.2) In all cases of promotion of employees from one classification to another, the following factors, when applicable, shall be considered:

- a) Length of continuous service;
- b) Knowledge, training, ability, skill and efficiency;
- c) Physical fitness; and
- d) Attendance record.

Where factors b, c and d are relatively equal, the length of continuous service shall govern.

7.3) If a vacancy is of an emergency nature, supervision may designate an emergency substitute for a period not to exceed ten (10) working days.

7.4) An employee desiring a lateral or lower classification transfer shall not be eligible to bid to such classification until he shall have first returned to common laborer classification for a minimum of one (1) pay period, excepting transfers involving light and heavy trucks.

7.5) The successful bidder, if dissatisfied or demoted, shall within thirty (30) days possess the right to return to his former job.

7.6) Utility operators shall automatically fill heavy equipment operator openings so long as they are available. Where more than one utility operator is employed in a District, these utility men may decide among themselves which one will become heavy equipment operator when an opening occurs. When a utility operator becomes heavy equipment operator, he shall possess these rights for thirty (30) days.

7.7) When for sufficient reason, an employee has not attained the top rate in his classification within one (1) year, he shall return to laborer.

7.8) Should demotion occur after the thirty (30) day period, an employee shall be classified as laborer.

7.9) Beginning with the first day of the payroll period succeeding the twentieth (20th) day, the employee shall be paid the rate agreed upon for the classification, but shall still be subject to the thirty (30) day period provided above.

7.10) An employee may exercise his prerogative to refuse a promotion without loss of seniority or bias.

7.11) New employees, except mechanics and plant maintenance men, shall be hired at the lowest classification and shall be advanced to the highest classification as outlined above, so long as the employee is capable of doing the work. No new employees shall be hired to fill a vacancy except at the lowest classification so long as seniority employees

are capable of filling the position under the conditions outlined above.

7.12) Any employee assigned a job by transfer or promotion carrying a lower starting rate than the rate he received at the time of assignment shall continue to receive not less than rate received at the time of assignment, and shall continue to receive increases without interruption until the top of the working classification is received.

7.13) Any employee promoted or assigned to a higher classification upon completion of a period as provided under Section 7.8 shall receive not less than the minimum rate for the classification and shall continue to receive increases until he reaches the top rate for the classification.

ARTICLE VIII

CONTINGENT ASSIGNMENT

8.1) It shall be understood that an employee unable to work on his bid job for any reason, including bid jobs of a seasonal nature, shall work at any duty assigned him by his foreman and shall not displace another employee with less seniority from a bid job. Job assignments shall be made at the beginning of the shift, based on the following factors when applicable:

- a) Length of continuous service;
- b) Knowledge, training, ability, skill and efficiency;
- c) Physical fitness.

Where factors b and c are relatively equal, the length of continuous service shall govern.

ARTICLE IX

PAYROLL DEDUCTION AND UNION SECURITY

9.1) During the term of this agreement, the Employer will honor written assignments of wages to the Union for the payment of Union dues, or service charge of non-Union employees. The Employer will promptly remit the dues deducted pursuant to such assignments with a written statement of the names of the employees for whom deductions were made. Normally, the deductions will be made the last period of each month for the then current Union dues.

The employee's assignment may include the following clause which the Employer agrees to honor:

"This assignment shall continue in full force and effect until revoked by the employee in writing not more than sixty (60) days and not less than fifty (50) days before any anniversary date of this agreement."

9.2) During the term of this agreement, the Employer will honor written assignments of wages for charitable contributions, Credit Union, savings bonds, retirement plans and insurance.

9.3) Each employee who would be eligible to acquire or maintain membership in the Union and who fails voluntarily to acquire or maintain membership in the Union, except seasonal employees, shall be required as a condition of em-

ployment, beginning on the sixty-first (61st) day following the beginning of such employment or date of this agreement, whichever is later, to pay to the Union each month a service charge as a contribution toward the administration of this agreement and the representation of such employees. The service charge for the first month shall be an amount equal to the Union's regular and usual initiation fee and monthly dues, and for each month thereafter an amount equal to the regular and usual monthly dues.

9.4) The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability arising out of the Employer's actions for the purpose of complying with the provisions of this Section or in reliance on any list, notice or assignment furnished under any such provisions.

9.5) The Employer will honor three (3) valid disclosures of garnishment per employee. If the Employer is required to make a fourth valid garnishment disclosure within a three (3) year period, the employee will be discharged.

ARTICLE X

HOURS — WORK DAY, WORK WEEK

10.1) Standard work week shall consist of five (5) consecutive days, Monday through Friday, both days inclusive.

10.2) With the exception of the classification "Plant Maintenance Man," the work week shall be forty (40) hours, (eight (8) hours per day).

10.3) Overtime shall be computed on the basis of one and one-half ($1\frac{1}{2}$) times the regular hourly rate:

a) On all hours worked in excess of the scheduled hours of any particular day.

b) On all hours worked in excess of the scheduled hours per week.

c) Plant Maintenance Men, South Park, shall receive one and one-half ($1\frac{1}{2}$) times their regular hourly rate on all hours worked during any regularly scheduled holiday;

d) In the event any law hereafter enacted requires overtime to be paid for hours in excess of a shorter work week than that established by this agreement, the scheduled work week shall remain unchanged and overtime shall be paid as required by law.

Scheduled hours shall be as follows:

November 1 to January 31

8:00 a.m. to 4:30 p.m.

February 1 to October 31

7:00 a.m. to 3:30 p.m.

e) The Employer shall have the right to add second and third shifts of eight (8) hours each for mechanics and shall pay a shift differential of five (5¢) cents per hour.

10.4 a) Lunch period shall be from 11:30 a.m. to 12:00 noon during the summer schedule; and from 12:00 noon to 12:30 p.m. during the winter schedule, with exceptions known by the foreman;

b) Employees working overtime hours will be allowed necessary breaks for

meals; the breaks will be limited to one-half ($\frac{1}{2}$) hour in duration and taken at usual meal times, including midnight;

c) Employees are entitled to two (2) 15-minute maximum coffee break periods, one in the morning and one in the afternoon; to be scheduled by their foreman.

10.5) It shall be incumbent on the part of employees to respond promptly to summons to work, including emergency employment. Failure to respond promptly to such summons, or to supply satisfactory reasons for failing to do so, shall constitute grounds for discipline, as follows:

a) First offense — Verbal warning

b) Second offense (within three (3) years) — Written warning

c) Third offense (within three (3) years) — Three (3) day suspension without pay

d) Fourth offense (within three (3) years) — Five (5) day suspension or more, subject to discharge under Article IV, B — Suspension and Discharge.

10.6) The Employer shall, at least ten (10) days prior to November 1st of each year, post notice on the bulletin board in each warehouse requesting employees who desire overtime work preference during the next twelve (12) month period to sign the roster. Equipment assigned to employees who do not sign up will be available for use during overtime

hours by those signing. Employees who do not sign up or who withdraw their name from the overtime roster may place their name on the list after a ninety (90) day waiting period, but will be charged with the highest overtime on the list at the time their name is returned. Overtime work will be equalized to the fullest extent possible among those whose names appear on the list. In equalizing said overtime, employees who fail to respond to a call for any reason other than when on vacation or authorized sick leave shall be charged with the time they would otherwise have earned. The District Foreman, when practicable, will first exhaust such rosters before calling other employees for overtime work. An employee on such roster who is called for overtime work and does not report, will be placed at the bottom of the list and will be called last for subsequent overtime.

10.7) Paid vacations, paid sick leaves and paid holidays will count as time worked when computing overtime.

10.8) Employees working in necessary continuous seven (7) day operations whose occupations involve work on Saturdays and Sundays shall be paid time and one-half for time worked other than the following scheduled work week as posted in advance.

The scheduled work week shall be forty (40) hours — five (5) days of eight (8) hours.

10.9) Any employee who reports for work on rainy days or during storms and

is not required to go out, or is called out to work outside his regular working hours, shall receive a minimum of two (2) hours pay. These employees shall be required to do any work that they shall be asked to do during these two (2) hours.

ARTICLE XI

VACATIONS

11.1) Vacation time will be computed from the employee's last hire-in date.

11.2) Vacation leave with pay will not be granted to any employee who has not completed at least one (1) year of continuous employment.

11.3) Vacation leave with pay will not be granted before vacation time has been earned.

11.4) A vacation of two (2) weeks shall be granted to all employees with continuous service of from one (1) to five (5) years; from five (5) to ten (10) years, two (2) weeks plus one (1) day per year of service for each year over five (5) years; three (3) weeks for ten (10) to fifteen (15) years; from fifteen (15) to twenty (20) years, three (3) weeks plus one (1) day per year of service for each year over fifteen (15); and four (4) weeks to employees having twenty (20) or more years of continuous service.

An employee may carry vacation time from one year to the next year provided such carried over vacation time does not exceed the time allowed for one (1) year.

11.5) Paid holidays falling within a

paid vacation will not be charged against the earned vacation time.

11.6) An employee shall notify his foreman in advance of any anticipated vacation and shall notify his foreman at the beginning of the scheduled work day of any non-anticipated vacation time.

11.7) Employees shall be permitted to choose either a split or entire vacation, subject to the exigencies of employment needs. Whenever possible, the employee shall have the right to choose the time of his vacation. Senior employees shall have first choice.

11.8) In no case will advance payment for vacations be made for less than one (1) week. Vacation check shall be requested five (5) days prior to the pay day on which the check is desired.

11.9) In accumulating vacation leaves, sick leaves taken during the period in which vacation is earned, not exceeding the accumulated sick leave of the employee, shall be counted as time worked. Absence due to duty connected disability shall also be counted as time worked, as defined in Article XXI.

11.10) All fringe benefits shall cease when an employee is off the payroll.

ARTICLE XII

LEAVES OF ABSENCE

12.1) Leaves of absence may be granted at the discretion of the Employer. Leaves of absence in excess of four (4) scheduled work weeks must be approved by the Union. Such leaves will not be granted

for the purpose of permitting the employee to work elsewhere. The employees returning from authorized leaves of absence shall be entitled to return to their own jobs with full seniority credits, and shall be entitled to full consideration for advancement to any vacancy in their District which occurred during their absence, except as otherwise provided for in writing as a condition to granting such leaves of absence.

12.2) When an employee, following a leave of absence for any reason, including authorized sick leave of over thirty (30) days duration, returns to work after the beginning of a work week, he shall not be permitted to return to his job until the next work week if by such return he will cause any employee who may have been reassigned from another job as a result of such absence to lose time in such work week. In the event the returning employee is not assigned to his job for the remainder of the work week, he shall be assigned to other work within his District if such is available.

12.3) It is understood between the parties that recalls, transfers, promotions, assignment of employees returning from leaves of absence will be made as expeditiously as possible and with a minimum loss of time by the employees.

12.4) Paid emergency leaves not exceeding three (3) days will be granted to all employees having continuous service of sixty (60) days in case of the death of the employee's father, mother, sisters, brothers, grandparents, father-in-

law, mother-in-law, husband, wife and children, grandchildren and relatives residing in the same household, providing such employee attends funeral services.

12.5) Any absence of an employee for duty, including any absence for a single day or part of a day, that is not authorized by a specific grant of leave of absence under the provisions of this agreement will be deemed to be an absence without leave. Any employee who absents himself for three (3) consecutive working days without leave shall be deemed to have resigned.

12.6) Necessary time up to one (1) day will be granted to any employee who is a pallbearer at the funeral of another St. Clair County Road Commission employee.

12.7) Employees required to serve on jury duty will be paid the difference between jury duty pay and their regular day's pay provided they submit such evidence.

ARTICLE XIII

SICK LEAVE

13.1) For employees in the continuous service of the Employer since January 1, 1944, sick leave of five (5) days shall be granted such employee for the year 1944; ten (10) days for the year 1945; and fifteen (15) days for each subsequent year.

13.2) All regular employees shall be granted sick leave based on the following:

- a) Two and one-half ($2\frac{1}{2}$) days after each six (6) months employment in the first year;

b) Five (5) days after each six (6) months the second year;

c) Five (5) days after each four (4) months after the third and subsequent years.

13.3) Any unused portion of such sick leave shall be accumulative to one hundred twenty (120) days, and a record of such sick leave shall be maintained in the offices of the Employer.

13.4) Any employee in the service of the Road Commission who retires in accordance with the provisions of the St. Clair County Employee's Retirement Plan shall be paid for fifty per cent (50%) of his accumulated sick leave at the effective date of separation from employment.

13.5) In case of the death of an employee in the service of the Commission, payment of one hundred per cent (100%) of his accumulated sick leave shall be made to the beneficiary designated on Group Life policy with the Employer.

13.6) A satisfactory Doctor's certificate shall be submitted before payment will be made for sick leave, with the exception that one (1) day of sick leave will be allowed without a Doctor's certificate, except if taken before or after a holiday.

13.7) When an employee is not able to report for work on account of sickness or illness, it will be the responsibility of the employee or some member of his household to notify his supervisor or department head by telephone or messenger, at least one-half ($\frac{1}{2}$) hour before his starting time if possible and, if not, as soon as possible thereafter. Failure to

follow this procedure will constitute grounds for disciplinary action. Employees on sick leave shall give their District Foreman a status report on their medical condition once in each pay period.

13.8) An employee returning from sick leave shall have the right to return to his own job providing he has been off on sick leave for less than one (1) year plus one (1) day, or, providing he has been off on sick leave less than the period he held such job immediately prior to going on sick leave, whichever time is longer.

ARTICLE XIV

SUPPLEMENTAL WORKMEN'S COMPENSATION

14.1) In the event of an "on the job" accident, an employee may apply for accumulative sick leave to the extent of augmenting the amount paid him for a compensable accident claim so as to receive his scheduled weekly wage. The amount of sick leave to be deducted shall be proportionate to the amount of pay from the Road Commission.

ARTICLE XV

COST OF LIVING ALLOWANCE

15.1) The provisions of this Article XV shall be suspended during the first year of this Agreement, unless cost of living allowance payments are removed from wage and salary controls under Phase II of the Federal Government's Economic Stabilization Program or under any substitute Federal program. In that event, cost of living payments shall be made as hereinafter provided for.

15.2) A cost of living allowance will be determined in accordance with changes in the Consumer Price Index (all cities), published by the Bureau of Labor Statistics, U. S. Department of Labor (1967=100) and hereinafter referred to as the BLS Consumer Price Index.

15.3) Beginning with the Index for January, 1971 as basic, the rates will be adjusted up or down as shown by the Index for each three months (January, April, July and October). The amount of the cost of living allowance that shall be effective for any quarterly period shall be determined in accordance with the following table, allowing one cent (1¢) adjustment for each 0.4 change in the Index:

BLS - CPI	Cost of Living Allowance
100.0-100.4	1¢
100.5-100.8	2¢
100.9-101.2	3¢
-----	-----
122.5-122.8	57¢
122.9-123.2	58¢
123.3-123.6	59¢
123.7-124.0	60¢
124.1-124.4	61¢
124.5-124.8	62¢
124.9-125.2	63¢
125.3-125.6	64¢
125.7-126.0	65¢
126.1-126.4	66¢
126.5-126.8	67¢
126.9-127.2	68¢
127.3-127.6	69¢
127.7-128.0	70¢
128.1-128.4	71¢

BLS - CPI**Cost of Living
Allowance**

128.5-128.8	72¢
128.9-129.2	73¢
129.3-129.6	74¢
129.7-130.0	75¢
130.1-130.4	76¢
130.5-130.8	77¢
130.9-131.2	78¢
131.3-131.6	79¢
131.7-132.0	80¢
132.1-132.4	81¢
132.5-132.8	82¢
132.9-133.2	83¢
133.3-133.6	84¢
133.7-134.0	85¢
134.1-134.4	86¢
134.5-134.8	87¢
134.9-135.2	88¢
135.3-135.6	89¢
135.7-136.0	90¢
136.1-136.4	91¢
136.5-136.8	92¢
136.9-137.2	93¢
137.3-137.6	94¢
137.7-138.0	95¢

The change in rates will become effective at the beginning of the first pay period following receipt of official report of the Consumer Price Index from the U.S. Department of Labor.

15.4) The amount of any cost of living allowance in effect shall be included in computing overtime in premium, vacation, holiday and call-in pay.

15.5) No adjustments, retroactive or otherwise, shall be made due to any re-

vision which may later be made in the published figures for the BLS Consumer Price Index for any base month.

ARTICLE XVI

HOLIDAY PAY

16.1) All employees having continuous service of sixty (60) days shall be eligible to receive holiday pay under the following regularly scheduled paid holidays:

New Year's Day

Memorial Day

Independence Day

Labor Day

Veteran's Day

Thanksgiving Day

Last one-half of the regular shift
the day before Christmas

Christmas Day

a) Whenever one of these holidays occurs on Saturday, it shall be recognized on the preceding Friday.

b) Whenever one of these holidays occurs on Sunday, it shall be recognized on the subsequent Monday.

16.2) Employees eligible under these provisions shall receive pay for the regular scheduled hours for that day of the week for each of the holidays specified, computed at their regular straight time rate, exclusive of night shift and over-time premium.

ARTICLE XVII

INSURANCE

17.1) The employer agrees to provide hospitalization insurance and surgical fee benefits for all employees having con-

tinuous service of sixty (60) days and their dependents, as follows: Semi-private hospitalization, and surgical benefits presently provided by and subject to the terms and conditions of the standard Blue Cross Hospitalization Plan, and the Blue Cross Surgical Plan (MVF-1), or equivalent.

17.2) The Employer will provide group life insurance of \$2,000 for each employee.

ARTICLE XVIII

TOOLS AND CLOTHING

18.1) Mechanics shall receive \$100.00 per year tool and coverall allowance upon surrendering necessary evidence of purchases.

18.2) The Employer shall furnish two (2) pair of coveralls per year for each sand blast operator and tar pourer classification, and gloves when needed.

ARTICLE XIX

LONGEVITY PAY

19.1) The eligibility of an employee for longevity compensation shall initially commence when such employee shall have completed five (5) full years of continuous employment on or before October 31 of any year.

19.2) Credit shall be given retroactively for continuous employment years of service by employees; however, leaves of absence for periods in excess of ninety (90) days shall not be considered in the computation of years of service for longevity compensation.

19.3) The compensation used as a basis for computation of longevity for employees shall be the total straight time wages paid to such employees for the twelve (12) month period ending on October 31, provided such employee qualified as to length of service.

19.4) The following schedule of payment shall apply:

Step	Continuous years service on/or before October 31 of each year	Percentage
1	5 to 10	2%
2	10 to 15	4%
3	15 to 20	6%
4	20 to 25	8%
5	25 and thereafter	10%

19.5) Employees voluntarily leaving the employ of the Employer, validly discharged, or deceased prior to October 31 of any year, shall not be entitled to longevity payments for the year of leaving nor for any portion thereof. There shall be no proration for a part of the year in which employment terminates for any reason other than in case of retirement.

19.6) Military Service time, after the successful completion of the probationary period, will be included as continuous service time in computation of future longevity payments, provided the employee returns to the employ of the Employer within one hundred twenty (120) days after release from military service with a branch of the U. S. Armed Forces.

19.7) Longevity compensation shall be a separate and distinct annual payment to those eligible employees but shall be considered a part of the regular compensation and as such subject to withholding tax, social security, retirement deductions and all other deductions required by Federal and State Laws.

19.8) Payments to employees eligible on October 31 of any year shall be due in December following. The annual period covered to computation of longevity will be from November 1 of each year through and including October 31 of the following year.

ARTICLE XX

WAGE RATES

20.1) Each employee in the bargaining unit shall be paid the following schedule, effective February 27, 1972:

<u>Classification</u>	<u>Rate per Hour</u>
Mechanic	\$4.15-\$4.20
Labor Foreman	4.15
Heavy Equipment Operator	4.05- 4.15
Spare Equipment Operator	4.05
Skilled Laborer	
(Special Assignment)	3.96- 4.02
Skilled Laborer	
(Tar Pourer)	4.02
Light Equipment Operator	
(Truck Driver)	3.93
Light Equipment Operator	
(Tandem)	3.95
Plant Maintenance Man	
(South Park)	3.93
Semi-Skilled Laborer	
(Warehouseman)	3.83

Common Laborer	3.79
Attendant Operator	4.07- 4.17
Spare Attendant Operator	4.07
Rest Area Attendant	3.80

20.2) The Employer will issue pay checks to employees at the end of the day on Friday; every other week.

20.3) Within the classification of skilled laborer - special assignment, there is a position of Spare Welder. The job will be fill by reasonable appointment.

ARTICLE XXI

DEFECTIVE EQUIPMENT, ACCIDENTS AND REPORTS

21.1) The Employer shall not require employees to take out on the streets or highways any vehicle that is not in safe operating condition or equipped with the safety appliances prescribed by law. The Employer reserves the right to determine the safety condition of the vehicle provided the order is not in direct conflict with State law. Employee may request order to be in writing if he thinks equipment unsafe.

21.2) Any employee involved in any accident with county equipment shall immediately report said accident and physical injury sustained. Before starting his next shift, the employee shall make out an accident report in writing on forms furnished by the Employer and shall turn in all names and addresses of witnesses to any accidents. For purposes of disciplinary action, no such accident

shall be held against an employee's record for more than three (3) years.

21.3) Employee shall immediately, or at the end of his shift, report all defects of equipment. Such reports shall be made on a suitable form furnished by the Employer.

ARTICLE XXII

DUTY-CONNECTED DISABILITY

22.1) For the purpose of accumulating fringe benefits while absent due to duty-connected disability, the following shall apply:

- a) Vacation leaves under Article XI, up to a period of one (1) year from date of injury;
- b) Holiday pay under Article XVI, for holidays occurring within one (1) year from date of injury;
- c) Seniority under Section 6.6;
- d) Supplemental Workmen's Compensation, under Article XIV;
- e) Insurance benefits under Article XVII shall continue up to one (1) year from date of injury.

22.2) As used in this contract, "duty-connected disability" means that period certified by a doctor appointed by the Employer that a regular employee is not able to work because of an injury that qualifies for Workmen's Compensation benefits.

ARTICLE XXIII

MANAGEMENT RIGHTS

23.1) The management and the direction of the working forces, including all

responsibilities, powers and authorities, such as (by way of example and not by way of limitation) the right to select, hire, promote, to discipline for just cause, to direct and determine the size of the working force, to schedule the work, the abandonment of any operation, the schedule of hours and shifts, the granting of increases, promotion, demotion, layoff and recall, contracting or arranging for work to be done by others, and the establishment of reasonable work rules, except such as are specifically relinquished or modified by provisions of this agreement, are the sole and exclusive rights and responsibilities of management vested in the Employer.

ARTICLE XXIV

PROHIBITION OF STRIKES AND LOCKOUTS

24.1) The Union shall neither cause nor counsel its members, or any of them, to strike, nor shall it in any manner cause them either directly or indirectly to commit any concerted acts of work stoppage, slowdown, or refusal to perform any customarily assigned duties for the Employer. The occurrence of any such acts or action prohibited in this section by the Union shall be deemed a violation of this agreement.

24.2) The Union shall not be liable where the acts or actions hereinbefore enumerated are not caused or authorized directly or indirectly by the Union. However, whether or not the Union is liable for such acts or actions, any employee who commits any of the acts prohibited in this section may be subject to the following penalties:

- a) Discharge;
- b) Other disciplinary action as may be applicable to such employee.

24.3) Upon notification confirmed in writing by the Employer to the Union that certain of its members are engaged in a wildcat strike, the Union shall immediately in writing order such members to return to work immediately, provide the Employer with a copy of such an order, and a responsible official of the Union shall publicly order them to return to work. In the event that a wildcat strike occurs, the Union also agrees to take all reasonable effective and affirmative action to secure the members' return to work as promptly as possible. Failure of the Union to issue such orders and to take such action shall be considered in determining whether or not the Union caused or authorized the strike.

24.4) The Employer will not lock out employees. However, if any employee is unable to work because equipment or facilities are not available due to a strike, work stoppage, or slowdown by any other employees, such inability to work shall not be deemed a lockout under the provisions of this section.

ARTICLE XXV

TERMS OF AGREEMENT

25.1) This agreement shall be effective February 28, 1972, shall remain in full force and effect without change, addition or amendment from February 28, 1972 to midnight, February 27, 1975, and shall be renewed from year to year

thereafter. Provided either party may reopen the agreement for changes in wage rates (Article XX), Holiday Pay (Article XVI), Insurance (Article XVII) Vacation (Article XI) or the consideration of additional economic fringe benefits not included in the agreement, by serving written notice on the other party of its desire to reopen for such purposes at least sixty (60) days prior to February 28, 1973 and February 28, 1974; and provided further that either party hereto may reopen the agreement for changes or amendments or may terminate the agreement by serving written notice on the other party of its desire to change, amend or terminate at least sixty (60) days prior to February 27, 1975.

25.2) If any law now existing or hereafter enacted, or any proclamation, regulation or edict of any state or national agency shall invalidate any portion of this agreement, the entire agreement shall not be invalidated, and either party hereto upon notice to the other may reopen for negotiation the invalidated portion.

IN WITNESS WHEREOF, we hereunto set our hands and seals this 1st day of May, 1972.

BOARD OF COUNTY ROAD
COMMISSIONERS OF THE
COUNTY OF ST. CLAIR

/s/ U. Grant Burch
Chairman

/s/ John T. Martin
Secretary

SERVICE EMPLOYEES
INTERNATIONAL UNION,
AFL-CIO, LOCAL 516M

/s/ Paul Brettin
President

/s/ Charles E. Oles
Chief Steward

/s/ Nick Schmidt
Steward — District No. 1

/s/ Ronald G. Charney
Steward — District No. 2

/s/ Charles Carter
Steward — District No. 3

/s/ Wallace Beier
Steward — District No. 4

/s/ Daniel Robinson
Steward — Shop

AMENDMENT

NO. 2

between

BOARD OF COUNTY ROAD
COMMISSIONERS
OF THE COUNTY OF ST. CLAIR

and

LOCAL 516-M
SERVICE EMPLOYEES
INTERNATIONAL UNION, AFL-CIO

EFFECTIVE DATE: February 24, 1974

ARTICLE XI
VACATIONS

11.4) (THIS SECTION IS DELETED IN ITS ENTIRETY AND THE FOLLOWING SUBSTITUTED THEREFORE) A vacation of two (2) weeks shall be granted to all employees with continuous service of from one (1) to five (5) years; from five (5) to ten (10) years, three (3) weeks; from ten (10) to fifteen (15) years, three (3) weeks plus one (1) day per year of continuous service for each year over ten (10) years; and four (4) weeks to employees having fifteen (15) years or more of continuous service.

An employee may carry vacation time from one year to the next provided such carried over vacation time does not exceed the time allowed for one (1) year.

ARTICLE XVI
HOLIDAY PAY

16.1) (THIS SECTION IS DELETED IN ITS ENTIRETY AND THE FOLLOWING SUBSTITUTED THEREFORE) All employees having continuous service of sixty (60) days shall be eligible to receive holiday pay under the following regularly scheduled paid holidays:

New Year's Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving Day
The Friday following Thanks-
giving
Last Regular Shift the Day before
Christmas
Christmas Day

- A) Whenever one of these holidays occurs on Saturday, it shall be recognized on the preceding Friday.
- B) Whenever one of these holidays occurs on Sunday, it shall be recognized on the subsequent Monday.

ARTICLE XVII INSURANCE

17.2) (THIS SECTION IS DELETED IN ITS ENTIRETY AND THE FOLLOWING SUBSTITUTED THEREFORE) The Employer will provide Group Life Insurance of \$5,000.00 for each employee.

ARTICLE XX

WAGE RATES

20.1) (THIS SECTION IS DELETED IN ITS ENTIRETY AND THE FOLLOWING SUBSTITUTED THEREFORE) Each employee in the bargaining unit shall be paid the following schedule, effective February 24, 1974.

<u>CLASSIFICATION</u>	<u>RATE PER HOUR</u>
Mechanic	\$4.97 - \$5.02
Labor Foreman	\$4.97
Heavy Equipment Oper.	\$4.87 - \$4.97
Spare Equipment Oper.	\$4.86
Skilled Laborer (Special Assignment)	\$4.77 - \$4.83
Skilled Laborer (Tar Pourer)	\$4.83
Light Equipment Oper. (Truck Driver)	\$4.74
Light Equipment Oper. (Tandem)	\$4.76
Plant Maintenance Man (South Park)	\$4.74
Semi-Skilled Laborer (Warehouseman)	\$4.63
Common Laborer	\$4.59
Attendant Operator	\$4.89 - \$4.99
Spare Attendant Oper.	\$4.89
Rest Area Attendant	\$4.60