

AGREEMENT

BETWEEN

BOROUGH OF LAVALLETTE

AND

**TEAMSTERS LOCAL UNION NO. 469
LAVALLETTE PUBLIC WORKS**



January 1, 2018 – December 31, 2020

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PREAMBLE

1. This Agreement entered into by the Borough of Lavallette, located in Ocean County, New Jersey, hereinafter referred to as the "Employer", and Lavallette Public Works/Teamsters Local Union No. 469, an affiliate of the International Brotherhood of Teamsters, hereinafter referred to as the "Union", has as its purpose the promotion of harmonious relations between the Employer and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

2. The effective date of this contract shall be the date a final agreement is reached, except that for purposes of the wages to be paid to members of the Union, this Contract shall be retroactive to January 1, 2018, except as otherwise specifically set forth herein.

ARTICLE 1 - RECOGNITION

1. The Employer recognizes Lavallette Public Works/Teamsters Local Union No. 469 as the sole and exclusive representative for the purpose of establishing salaries, wages, hours and other conditions of employment for all personnel under contract listed in the classification herein, and for such additional classifications as the parties may later agree to include. This recognition however, shall not be interpreted as having the effect of, or in any way abrogating, the rights of employees as established by the Laws of 1968, Chapter 303 and the amendment of Public Law 1974, Chapter 123, approved October 21, 1974, Senate No. 1087.

2. The Bargaining Unit shall consist of all blue-collar employees.

3. Excluded from the Bargaining Unit are:

- a. Confidential employees within the meaning of the Act.
- b. Managerial Executives.
- c. Clerical.
- d. Police Officers.
- e. Professionals.
- f. Seasonal employees.

ARTICLE 2- CHECK-OFF

1. The Employer agrees to deduct monthly union membership dues from the pay of employees. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Union and the aggregate deductions from all employees shall be remitted to the Union together with a list of names of all employees for whom the deductions were made by the tenth (10th) day of succeeding month after such deductions were made.

2. Employees covered by this Agreement may only request deduction for the payment of dues to the duly certified majority representative named herein.

3. Any employee in the Bargaining Unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the Unit, and any employee previously employed as a full time employee with the Unit who does not join within ten (10) days of reentry into employment within the Unit shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty five percent (85%) of the regular Union membership dues, fees, and assessments as certified to the Employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect any increase in the regular union membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the Unit, provided that no modification is made in this provision by a successor agreement between the Union and the Employer.

4. The Union shall indemnify, defend and hold the Employer harmless against any and all claims, demands, suits and other forms of liability that may arise out of, or by reason of, any action taken or not taken by the Employer in conformance with this provision. The Union shall intervene in, and defend any administrative or court litigation concerning this provision. In any such litigation, the Employer shall have no obligation to defend this provision but shall cooperate with the Union in defending this provision.

ARTICLE 3 - BILL OF RIGHTS

To ensure that individual rights of employees in the bargaining unit are not violated, the following shall represent the Employees Bill of Rights:

1. An employee shall be entitled to Union representation at each and every step of the grievance procedure set forth in the Agreement, if the employee so chooses to have such.

2. An employee shall be entitled to Union representation at each stage of a disciplinary hearing, if the employee so chooses to have such.

3. No employee shall be required by the Employer and/or its agents to submit to an interrogation unless the employee is afforded the opportunity of Union representation.

4. An employee shall not be coerced, intimidated or suffer any reprisals either directly or indirectly that may adversely affect his hours, wages or working conditions as a result of exercise of his rights under this Agreement.

ARTICLE 4 - MANAGEMENT RIGHTS

It is mutually understood and agreed that the Employer has the prerogatives of management in the direction of employees including, but not limited to, establishment of reasonable work rules; rights of hiring; suspending; discharging for proper cause; promoting; transferring; assigning or reassigning; or scheduling to determine the standards of selection for

employment; of maintaining the efficiency of the operation and technology of performing its work; establishing contracts or subcontracts for Employer operations, provided that this right shall not be used for the purpose or intention of undermining the Union or discriminating against its members; of determining the methods, means and personnel by which its operations are to be conducted; of determining the content of job classifications, subject to the New Jersey Civil Service Commission regulations and any other applicable law or provisions of this Agreement.

ARTICLE 5 - HOURS OF WORK

September 15 to May 15

1. The regular workday for all employees shall consist of eight (8) consecutive hours, exclusive of meal periods, and shall run from 7:00 a. m. to 3:00 p. m.

2. The regular workweek shall consist of five (5) regular consecutive workdays, Monday through Friday.

3. The regular hours of work shall not be changed until the Union Representative has been notified and given the opportunity to discuss the reasons for the change.

4. No person shall be required to change his regular hours of work until the Union representative has been notified and given the opportunity to discuss the reason for the change.

5. Employees shall be entitled to a fifteen (15) minute rest period during the morning unless an emergency occurs.

6. There shall be a fifteen (15) minute afternoon break or a fifteen (15) minute wash-up time at the end of the workday.

May 16 To September 14

1. The regular workday for all employees shall consist of eight (8) consecutive hours, exclusive of meal periods.

2. The regular workweek shall consist of five (5) regular workdays.

3. The regular hours of work shall not be changed until the Union representative has been notified.

4. No person shall be required to change his regular hours of work until the Union representative has been notified.

5. Employees shall be entitled to a (15) minute rest period during the morning unless an emergency occurs.

6. There shall be a fifteen (15) minute afternoon break or a fifteen (15) minute wash-up time at the end of the workday.

ARTICLE 6 - SENIORITY

1. Seniority is defined as an employee's total length of service with the Employer, beginning with his original date of hire as a full time employee.

2. The Employer shall maintain an accurate up-to-date seniority roster showing date of hire, classification and pay rate of each employee covered by this Agreement, and the Employer shall furnish copies of the same to the Union upon reasonable request.

3. Promotions shall be determined according to the New Jersey Civil Service Commission Regulations; however, in case of provisional promotions, seniority and qualifications shall be considered equally.

4. Layoffs shall be in accordance with the New Jersey Civil Service Commission Regulations.

5. Recalls shall be in accordance with the New Jersey Civil Service Commission Regulations.

6. An employee breaking service with the employer shall retain his seniority for a period of six (6) months.

ARTICLE 7 - WAGES

1. Schedules of salaries and wages for employee covered by this Agreement with various levels of wages, dependent upon years of employment with the Borough is established for job classifications and is made a part of this Article and is attached to the Agreement as follows:

Schedule A – Current Employees Who Are at the Final Step of their Respective Salary Guide as of January 1, 2014;

Schedule B – Current Employees Who Are Not at the Final Step of their Respective Salary Guide as of January 1, 2014; and,

Schedule C – New Employees Who Are Hired On or After January 1, 2016.

2. All employees hired prior to January 1, 2014 who are in this final step of their respective salary guide category shall receive an annual two (2%) percent increase, effective January 1st of each contract year. In order to be eligible for retroactive payments (2018, 2019 and 2020), the respective employees must be in the active payroll of the Borough as of January 1, 2018.

3. For those employees hired prior to January 1, 2014 who are not in the final step of their respective salary guide, they shall receive the following increases:

For calendar years 2018, 2019 and 2020, they will move one (1) step on their respective salary guide, which will be increase two (2%) percent per year per step.

4. Therefore, in accordance with the provisions of Section 2 above, members of the bargaining unit who are in the final step of their respective salary guide shall be governed by the provisions of Schedule A during the term of this Agreement. Those bargaining unit members governed by the provisions of Section 3 above shall be governed by the provisions of Schedule B during the term of this Agreement.

5. For the employees hired on or after January 1, 2016, their salaries will be governed by the provisions of Schedule C, which is attached. They will move from step to step pursuant to current practice.

6. In the event the Supervisor of the any department is absent for a period of more than two weeks, the employee supervising the Dept. in his absence shall receive an additional five per cent (5%) of his pay scale for the period of time that he supervises. This additional pay shall be retroactive to the day that he began supervising the Department.

ARTICLE 8 – DISABILITY COVERAGE

The Borough of Lavallette agrees to cover employees covered by this Agreement with disability insurance. The employees shall contribute up to one-third (1/3) of the costs of the disability coverage through payroll deduction to the maximum employee contribution mandated in the NJ Disability Plan.

The Plan Design shall be as follows:

	<u>Benefit</u>	<u>Maximum</u>
Weekly Indemnity	67% of weekly salary	\$1,000.00/week
Cause	Non-occupational Causes Only	
Benefits Begin	8 th day for accidents 8 th day for sickness	
Pregnancy	Covered as any illness	
Duration of Benefits	26 weeks	

ARTICLE 9 - OVERTIME

1. Overtime shall be considered all time worked in excess of an employee's forty (40) hour work week. For any overtime relating to water, sewer and electric utilities operated by the Borough, the employee may elect to receive compensation at the rate of one and one-half (1 1/2) hours of compensatory time off for each overtime hour worked, at the discretion of the employee.

If the employee requests compensatory time, that time will be taken anytime during the year at a mutually scheduled time.

2. For all work performed on a Sunday or Holidays, except for Sundays and Holidays during the period from May 16th through and including September 14th, an employee shall be compensated at the rate of twice (2x) his normal rate of pay and in cases where such work is performed on a holiday, he shall also receive his holiday pay, provided that the employee works the next scheduled work day. All work performed on a Sunday or Holiday during the period from May 16th through and including September 14th shall be compensated at the rate of one and one-half (1 1/2) plus Holiday pay in the instance where the work is performed on a holiday, provided the employee works the next scheduled work day.

3. All hours worked between midnight and 5:00 am shall be paid at the rate of two (2x) times the employee's hourly rate of pay.

4. Overtime work shall be voluntary except in cases of emergency and it shall be offered on a voluntary basis first at all times.

5. Overtime work shall be distributed as equally as possible among qualified members of the Bargaining Unit. Overtime shall be offered to all qualified full-time employees prior to offering overtime to seasonal workers.

6. The Employer shall post a list of employees and overtime worked upon reasonable request of the Union.

7. Overtime shall be paid currently or at least no later than the second (2nd) pay period after the overtime was performed.

8. All paid time off shall be considered time worked for the purpose of computing overtime.

9. Employees who work overtime through a regular meal period shall be entitled to a meal allowance of \$5.00 for breakfast and dinner. For the purposes of this clause, normal meal time shall be defined to be 6:00 a.m. to 7:00 a.m. for breakfast, and 5:30 p.m. to 6:30 p.m. for dinner. In the event that an employee shall not work overtime during these hours, but shall nevertheless work six (6) straight hours of overtime, then the employee shall, in any event, receive compensation for one (1) meal.

10. Cash payment shall be made for all unused compensatory time which has been accumulated for a period of two (2) years prior to retirement, death, resignation, or separation due to a reduction of the overall work force for economic reasons.

11. During December of each calendar year, the Borough may elect to pay the employee for any unused compensation time. Any compensation time left at the end of each year may be carried over to the next year to the extent permissible under any State or Federal Law.

ARTICLE 10 - CALL-IN-TIME

1. Any employee who is requested to and does return to work during periods other than his regularly scheduled shift shall either receive compensation for such hours worked at the rate of one and one-half (1 1/2) times his normal rate of pay or shall receive one and one-half (1 1/2) hours of compensatory time-off for each hour worked, at the discretion of the Employer.

2. The employee shall be guaranteed either a minimum of three (3) hours at time and one-half (1 1/2) his normal rate of pay or four and one-half (4 1/2) hours of compensatory time off at the discretion of the Employer regardless of the number of hours actually worked.

3. The provisions of paragraph 2 of this Article shall not apply to periods which directly precede a work shift by less than two (2) hours.

4. When an employee shall be allowed compensatory time off pursuant to the provisions of this Article, the scheduling of such compensatory time off shall be subject to the approval of the Superintendent of Public Works.

ARTICLE 11 - HOLIDAYS

1. The following shall be paid holidays for all employees covered by this Agreement:

- New Year's Day
- Martin Luther King Day
- Lincoln's Birthday
- Washington's Birthday
- Good Friday
- Memorial Day
- July 4th
- Labor Day
- Columbus Day
- Election Day
- Veterans Day
- Thanksgiving Day
- Day After Thanksgiving Day
- Christmas Day

2. Holidays which fall on a Saturday shall be celebrated on the preceding Friday. Holidays that fall on a Sunday shall be celebrated on the following Monday. Holidays which fall within an employee's vacation period shall be celebrated at the Employee's option, subject to the approval of the Superintendent of Public Works, based upon the needs of the Department.

3. To be eligible for Holiday Pay, an employee must work or be on an approved leave the last working day prior to the Holiday and the first working day after the holiday. Approved leave consists of sick, vacation, compensation and personal time.

ARTICLE 12 - PERSONAL DAYS

1. Employees employed by the Employer shall receive personal days in accordance with the schedule listed below:

YEARS EMPLOYED	NUMBER OF PERSONAL DAYS
After 1 through 6	1
After 6 through 12	2
After 13	3

ARTICLE 13 - VACATIONS

Vacation leave will be granted to each full-time employee in hours on the following basis:

1. For an employee with no more than twelve (12) months of service ----- one (1) day, in hours, for each calendar month employed.

2. For an employee who has served one (1) year and one (1) day up to a total of four (4) years----- twelve (12) working days, in hours, per year (96 hours).

3. For an employee who has served four (4) years and one (1) day up to a total of eleven (11) years-----fifteen (15) working days, in hours, per year(120 Hours).

4. For any employee who has served eleven (11) years and one (1) day up to a total of nineteen (19) years----- nineteen (19) working days, in hours, per year (152 hours).

5. For an employee who has served nineteen (19) years and one (1) day----- twenty-five (25) working days, in hours, per year (200 Hours).

6. For the purpose of calculating vacation time, years of service shall mean years of service as of January 1st of the current year of employment.

7. New full-time employees, both provisional and permanent, shall earn, but are not permitted to use, vacation leave during the first three (3) months of employment. Employees who are not retained at the conclusion of the three (3) month period shall not be entitled to any leave accumulated during that time.

8. Each employee shall be informed of accrued vacation leave through utilization of the Borough's computer system. Any employee leaving the service of the Borough shall be paid unused vacation time on a pro-rated basis. If separation of service occurs, unearned vacation

time used will be deducted from the employee's last pay along with any other unearned leave that the employee has utilized.

ARTICLE 14 - SICK LEAVE

1. Employees shall be entitled to the following number of sick days with pay:
2. One (1) working day sick leave with pay for each month of service from the date of regular appointment up to and including December 13th next following such date of appointment.
3. Fifteen (15) sick days leave with pay for each calendar year thereafter.
4. Unused sick time shall be accumulated from year to year.
5. A total of thirty (30) days of accumulated sick leave will be paid to the employee upon retirement, resignation in good standing after ten (10) years service or in case of death. Payment shall be made to the estate of the employee in the case of death.
6. If an employee is discharged for cause, the employee shall not receive any accumulated sick leave or payment therefor.
7. An employee may use sick leave for reasons of illness or illness in the immediate family or for any personal medical appointments for which doctor's note will be submitted and notification will be in accordance with Section 8 of this Article.
8. An employee must notify the Superintendent of Public works between 7 A.M. and 7:15 A.M. that the employee intends to use a sick day.
9. If an employee is absent for more than five (5) consecutive working days, the Employer may require proof of illness from a physician.
10. Employees shall be entitled to sell back all or any portion of their unused sick time earned during the calendar year, provided that any sick days taken during the year shall be deemed to be taken against the sick days earned during that year. Sick days earned prior to January 1, 1982 may not be sold back. An employee choosing to sell back unused sick time for any year shall notify the Municipal Clerk by November 1 of that year and payment shall be made by January 15 of the following year.

ARTICLE 15 - DEATH IN FAMILY

1. A leave of absence with pay, up to and including three (3) days may be granted to an employee desiring such leave because of death in the immediate family. Two (2) additional days

with pay shall be granted if the funeral or burial service takes place outside the State of New Jersey.

2. For the purpose of clarification, immediate family shall include the following: mother, father or parental guardian, brothers and sisters, spouse, children, grandmother and grandfather, mother-in-law and father-in-law, brother-in-law and sister-in-law.

ARTICLE 16 - LEAVE OF ABSENCE

1. An employee may be granted a leave of absence without pay for a period not to exceed six (6) months for illness, education or other reasons deemed appropriate at the discretion of the Governing Body, provided however that the employee shall not accept or engage in employment during the period of such leave of absence.

2. At the expiration of such leave, the employee shall be returned to the employee's former position, and receive all increases in benefits granted during the leave of absence.

3. Seniority shall be retained and shall accumulate during medical or active military duty leave. However, seniority shall be retained but shall not accumulate during any other leave.

4. Any employee who is granted a leave of absence will continue to be covered under Medical Benefits Program of the Borough, provided the employee makes arrangements to pay the insurance premiums to the Borough.

ARTICLE 17 - HOSPITALIZATION AND MEDICAL BENEFITS

1. The Employer agrees to provide to all employees covered by this Agreement and their eligible family members an insurance plan. Effective January 1 2014, all employees shall be covered by the provisions of Ch. 78, P.L. 2011, including all applicable retirees. For purposes of this Article, base salary is the amount on which pension contribution is based (or would be if the employee is enrolled). An employee, who opts out of the health benefit program, will not be requested to make said contributions during the time period in which he or she is not enrolled. Effective January 1, 2018, all bargaining unit members shall contribute towards their health insurance based on a Tier 3 percentage (%) established under Ch. 78, P.L. 2011.

2. The Borough of Lavallette hereby agrees to contribute the sum of \$790.00 per month for employees covered by this Agreement to Local 469's Welfare Fund for the purpose of furnishing benefits to the unit employees. (January 1, 2018 rates)

The monthly contribution rate shall be \$238.00 for retirees (as per section 3). (January 1, 2018 rates)

The Fund is located at 3400 Highway 35, Suite #8, Hazlet, New Jersey 07730.

Local 469 agrees that the Borough of Lavallette shall not be charged any welfare fund premium increase during the term of this Agreement greater than that charged to any other public employer participating in the Local 469 Welfare Fund.

Payment of prescription benefits for unit retirees shall be covered through the State Health Benefits Plan. Dental and Vision Coverage shall remain through the Local 469 Welfare Plan.

The Fund shall provide Prescription Drug Coverage, Dental and Vision coverage for covered employees and their eligible dependents. The Fund will also cover participant employees with Life Insurance of \$15,000.00 and \$15,000.00 AD&D. Said Life insurance and AD&D shall be reduced at certain ages as outlined in the employee's current coverage. An explanation of the benefits shall be provided to the Borough and to each covered employee.

The Employer agrees to be bound by the Trust Agreements of the Welfare Fund and to any of the amendments that may be made from time to time. By reference hereto the Trust Indentures is made part of this Agreement. The benefits of the Health and Welfare programs contributed to by the Employer for the employees covered by this Agreement shall be those formulated by the Trustees of the respective plan.

The insurance carrier shall be selected by the Employer, provided however, that the new policy provides coverage at least equal to the benefits under the current plan.

3. Payments of Health Insurance premiums upon retirement shall be made for medical benefits through the New Jersey State Health Benefits Plan pursuant to the provision of Chapter 88, Public Laws of 1974. The service year's requirement shall be the same as contained in the aforementioned law. Premiums for the Dental, Vision and Life Insurance shall also be remitted for qualifying employees. Prescription coverage which shall be provided for the retiree under the N.J. State Health Benefits Plan.

ARTICLE 18 - WORKER'S COMPENSATION

1. An employee shall not be required to utilize sick leave during the period of disability and shall be reimbursed for any sick leave used for this purpose.

2. It is the intention of this Article that the Employer shall be obligated during the period of disability to pay a sum equal to the employee's full salary less any disability benefits paid by the worker's compensation insurance carrier.

ARTICLE 19 - CLOTHING MAINTENANCE ALLOWANCE

1. Each employee shall receive safety shoes.

2. Each employee shall receive uniforms to be supplied by the Employer. This will include pants, shirts, and outer clothing. Exchanges shall be made on a one for one basis as needed for reasonable wear and tear.

3. Employees shall be required to wear the uniforms supplied by the Employer. If any employee comes to work without the proper uniform the employee will be sent home and lose one day pay.

4. Each employee shall receive an annual clothing maintenance allowance of Seven Hundred Dollars (\$700.00), less all applicable deductions.

5. The clothing maintenance allowance shall be paid on or before June 1 of each year.

Article 20 - DISCIPLINE AND DISCHARGE

1. There shall be no disciplinary action except for just cause.

2. No form of discipline or reprimand shall be done in such a way that causes embarrassment to the employee involved.

3. Other than an oral reprimand, the employee and the Union shall be furnished with a written copy of any disciplinary action to be taken, with the reasons therefor.

4. Employees shall have the right to appeal any discipline through the grievance and arbitration procedure, except that any discipline subject to an appeal to the New Jersey Civil Service Commission shall be to the Commission rather than arbitration. The appeal shall be instituted at a level of grievance procedure deemed appropriate under the circumstances. The employee shall have the right to present evidence and testimony and to cross-examine witnesses.

5. Any employee who is charged with any motor vehicle violation other than a parking violation shall immediately notify the Superintendent of Public Works if it involves a Borough vehicle. Any employee who is charged with any Federal/State/local offense or learns that they were driving a Borough vehicle without a driver's license shall immediately notify the Superintendent of Public Works, whether such offenses occurred off duty or on duty. Any employee who has their driving privileges suspended must report this to the Superintendent of Public Works. Should it be found that an employee drove a Borough vehicle during the period of his/her suspension, he/she shall be subject to immediate dismissal.

ARTICLE 21 - GRIEVANCE PROCEDURE

For the purpose of this contract, a grievable matter shall be understood to be a breach, misinterpretation or improper application of the terms of this contract or denial of legal rights. The following procedure shall be used to effect settlement of grievances.

Step 1

- a. The grievant shall attempt to resolve the grievance verbally with the person's immediate Supervisor within ten (10) working days of the incident.
- b. The Supervisor will answer or settle the matter within seven (7) working days of receipt of the grievance.

Step 2

- a. The grievant may appeal to the Superintendent of Public Works within seven (7) working days after the expiration of Step 1.
- b. The Superintendent will answer or settle the matter within seven (7) working days after the receipt of the grievance.

Step 3

- a. The grievant may appeal to the governing body at the next scheduled Council meeting, provided a minimum of ten (10) working days notice of such appeal be given to the governing body. The meeting will either be closed session or open at the option of the grievant.
- b. The governing body shall answer the grievance within seven (7) working days after such meeting.
- c. If the aggrieved person is not satisfied with the disposition of the grievance by the governing body, the grievance may be submitted to arbitration within twenty (20) working days after the expiration of Step 3.
- d. Within ten (10) working days after written notice of submission to arbitration, the Employer and the Union shall attempt to agree upon a mutually acceptable arbitrator and shall obtain a commitment form the arbitrator to serve. If the parties are unable to agree upon an arbitrator or to obtain such commitment within the specified period, a request for a list of arbitrators shall be made to the Public Employment Relations Commission by either party. The parties shall then be bound by the rules and procedures of Public Employment Relations Commission in the selection of an arbitrator.
- e. The Arbitrator so selected shall confer with the representatives of the Employer and Union, hold hearing promptly and issue a decision not later than thirty (30) working days from the date of the close of the hearings, or if the oral hearings have been waived, then from the date of the final settlement and proofs on the issues are submitted. The Arbitrator's decision shall be in writing and set forth findings of fact, reasoning and conclusions on the issues submitted. The Arbitrator shall be without power or authority to make any recommendation which requires the commission to an act prohibited by law or which requires the commission to an act prohibited by law or which is violative of the terms of this contract.

- f. The Arbitrator shall be limited to the interpretation and application of the terms of this Agreement and to the issues submitted, and consider no other (s),
- g. The Arbitrator shall have no authority to add to, detract from, alter, amend, or modify any provision of this Agreement or impose on any party hereto a limitation or obligation not provided in this Agreement.
- h. The award of the Arbitrator on the merits of any grievance within the Arbitrator's jurisdiction and authority as provided in this Agreement shall be binding.
- i. The cost of the Arbitrator's fee shall be shared equally by both parties.
- j. Nothing in the Article shall be construed to deny the grievant the right of appeal to any appropriate body.
- k. A working day, for the purposes of this Article, shall be defined as the normal business day of the office of the Borough Clerk.

ARTICLE 22 - POSTING OF VACANCIES

At least ten (10) working days prior to filling any vacancies to existing positions or to newly created positions, the Employer agrees to post the vacancies on the bulletin board. In addition the Employer agrees to post notification of positions advertised and tests to be given for positions within the Borough. The Employer agrees to give preference to existing employees. A working day, for the purposes of this Article, shall be defined as the normal business day of the office of the Borough Clerk.

ARTICLE 23 - GENERAL PROVISIONS

1. All employees shall be supplied with accurate job descriptions.
2. The Employer agrees to keep an accurate, up to date record of unused vacation time and sick time for all employees.
3. Employees shall be reimbursed for the cost of job related courses provided that the courses and all costs are approved in advance, and provided that the courses are successfully completed.
4. It is agreed that representatives of the Employer and Union will meet from time to time upon request of either party to discuss items of general interest or concern which are not necessarily a grievance.
5. Employees shall be reimbursed for the additional cost of procuring and/or maintaining their Commercial Drivers Licenses (CDL).

6. All employees hired on or after January 1, 2018 shall be in possession of their CDL at time of hire or obtain same within six (6) months of hire. Failure to obtain same within said period shall be cause for termination of employment of the employee.

7. A new employee's pre-employment application, pre-employment physical examination results (if required), letters of reference and any other support documents are to be included in the personnel file. Employee attendance records are maintained indefinitely by the Borough. All other personnel records are maintained for six (6) years after an employee terminates and may then be destroyed. The employee has the right to duplicate these records prior to the file being purged. The Borough may remove any records permitted by law before the employee reviews a file. An employee may file a written response to any memorandum or document, which is derogatory or adverse. Such response will be included in the personnel file attached to the document in question. An employee may request a copy of any material in the file. Personnel records will not be released or subject to inspection without written permission of the employee with the exception of information or documents within personnel records, which are considered public records pursuant to Executive Orders or State Law.

ARTICLE 24 - UNION BUSINESS AND VISITATION

1. Officers of the Local Union may, during working hours and without loss of pay:

- a. Investigate and confer on grievances and disciplinary actions;
- b. Post notices on the Union bulletin boards;
- c. Meet and confer with representatives of Teamsters Local Union No. 469.

2. Representatives of Teamsters Local Union No. 469 may enter the Employer's premises for the purpose of investigating and/or conferring on grievances and disciplinary actions. The visitation shall only be allowed after the supervisor of the particular work location is notified of the visit.

3. Any and all Union business or visitation shall be subject to the limitation that it shall not interfere with the normal operation of the Employer's facility, and the right to conduct Union business during working hours shall not be abused.

4. The Employer shall maintain a bulletin board in the employee locker room for the exclusive use of the Union. Said notices for the bulletin board shall either be on Union letterhead or signed by the Union Representative or Shop steward. There shall be no inflammatory, derogatory or offensive motives/remarks placed on said bulletin board.

ARTICLE 25 - EQUAL TREATMENT

All employees shall be treated equally regarding terms and conditions of employment, and there shall be no discrimination on account of race, religion, color, sex/sexual orientation, age, nationality, marital status, political affiliation, union membership or union activities.

ARTICLE 26 - STRIKES AND LOCKOUTS

In addition to any other restriction under the law, the Union will not cause a strike or work stoppage of any kind, nor will any employee take part in a strike, intentional slow down in the rate of work, or in any manner cause interference with or stoppage of the Employer's work, provided that the Employer the grievance procedure for which provision is made herein; and the Employer shall not cause a lockout.

ARTICLE 27 - DRIVE AUTHORIZATION AND DEDUCTION

The Employer agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to DRIVE. DRIVE shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from the employee's paycheck on a weekly basis for all weeks worked. The phrase "weeks work" excludes any week other than a week in which the employee earned a wage. The Employer shall transmit to DRIVE National Headquarters on a monthly basis, in one check the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's social security number and the amount deducted from the employee's paycheck. The International Brotherhood of Teamsters shall reimburse the Employer annually for the Employer's actual cost for the expenses incurred in administering the weekly payroll deduction plan.

ARTICLE 28 - SAFETY AND HEALTH

The Employer shall at all times maintain safe and healthful working conditions and provide employees with any wearing apparel, tools or devices reasonably necessary in order to insure their safety and health. "Wearing Apparel" shall mean rain gear, rubber boots, coveralls and gloves.

ARTICLE 29 - SEPARABILITY AND SAVINGS

Each and every clause of this Agreement shall be deemed separable from each and every other clause of this Agreement to the extent that in the event any clause or clauses shall be in violation of any law, then in such event, such clause or clauses only to the extent that any may be so in violation shall be deemed of no force and effect and unenforceable without impairing the validity and enforceability of the rest of the Agreement, including any and all provisions on the remainder of any clause, sentence or paragraph in which offending language may appear.

ARTICLE 30 - DISTRIBUTION OF AGREEMENT

The Union shall be responsible to distribute this Agreement to all employees in the bargaining unit. A copy of the Agreement shall be provided to the employees no less than thirty (30) days after signing this Agreement.

ARTICLE 31 - TERMINATION AND EXTENSION

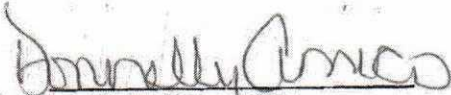
1. This Agreement shall be in effect from the date it is signed through December 31, 2020.

2. Negotiations for a successor Agreement shall be commenced in accordance with N.J.A.C. 19:12-2.1. This Agreement will remain in full force and effect during the period of negotiations for a successor Agreement.

IN WITNESS WHEREOF, the parties have, by their duly authorized representatives set their hands and deals this 23 of March 2018.

ATTEST:

BOROUGH OF LAVALLETTE


DONNELLY AMICO
BOROUGH CLERK


WALTER LACICERO
MAYOR

ATTEST:

LAVALLETTE PUBLIC WORKS-
TEAMSTERS LOCAL UNION
NO. 469



BY: 

DATED: 2-15-18

Schedule A (Current Employees - Final Step of Guide)
 Borough of Lavallette and Teamsters Local Union No. 469
 Salaries and Wage Schedule as of December 31, 2017

<u>Title</u>	<u>Step</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Repairer	Step 20	73,343	74,810	76,306	77,832
Truck Driver	Step 20	73,343	74,810	76,306	77,832
Laborer	Step 20	73,343	74,810	76,306	77,832
Gardener	Step 20	73,343	74,810	76,306	77,832
Sr. Repairer	Step 18	79,545	81,136	82,759	84,414
Supervisor P.W.	Step 18	87,881	89,639	91,431	93,260
Mechanic	Step 18	79,545	81,136	82,759	84,414
Equipment Operator	Step 18	79,545	81,136	82,759	84,414
Lineworker	Step 15	82,179	83,823	85,499	87,209
Electrician	Step 15	82,179	83,823	85,499	87,209
Supervisor Electric		87,881	89,639	91,431	93,260

Schedule B. (Current Employees - Not on Final Step 2014)
 Borough of Lavallette and Teamsters Local Union No. 469
 Salaries and Wages as of December 31, 2017

<u>Title</u>	<u>Step</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Repairer	Start	39,906	40,703	41,517	42,347	43,194
	1	42,122	42,964	43,823	44,700	45,594
	2	44,339	45,225	46,130	47,052	47,993
	3	46,555	47,486	48,436	49,404	50,392
	4	48,219	49,183	50,167	51,170	52,193
	5	49,882	50,880	51,897	52,935	53,994
	6	51,546	52,577	53,629	54,701	55,795
	7	53,208	54,272	55,358	56,465	57,594
	8	54,871	55,968	57,087	58,229	59,394
	9	56,534	57,666	58,819	59,996	61,196
	10	58,196	59,360	60,547	61,758	62,993
	11	59,857	61,055	62,276	63,522	64,792
	12	61,651	62,884	64,142	65,425	66,733
	13	63,363	64,630	65,923	67,241	68,586
	14	65,074	66,375	67,703	69,057	70,438
	15	66,788	68,125	69,488	70,877	72,295
	16	68,499	69,869	71,266	72,692	74,145
	17	69,165	70,548	71,959	73,398	74,866
	18	69,829	71,225	72,650	74,103	75,585
	19	70,162	71,566	72,997	74,457	75,946
20	70,495	71,905	73,343	74,810	76,307	

	<u>Step</u>					
Laborer	Start	39,906	40,703	41,517	42,347	43,194
	1	42,122	42,964	43,823	44,700	45,594
	2	44,339	45,225	46,130	47,052	47,993
	3	46,555	47,486	48,436	49,404	50,393
	4	48,219	49,183	50,167	51,170	52,193
	5	49,882	50,880	51,897	52,935	53,994
	6	51,546	52,577	53,629	54,701	55,795
	7	53,208	54,272	55,358	56,465	57,594
	8	54,871	55,968	57,087	58,229	59,394
	9	56,534	57,666	58,819	59,996	61,196
	10	58,196	59,360	60,547	61,758	62,993
	11	59,857	61,055	62,276	63,522	64,792
	12	61,651	62,884	64,142	65,425	66,733
	13	63,363	64,630	65,923	67,241	68,586
	14	65,074	66,375	67,703	69,057	70,438
	15	66,788	68,125	69,488	70,877	72,295
	16	68,499	69,869	71,266	72,692	74,145
	17	69,165	70,548	71,959	73,398	74,866
	18	69,829	71,225	72,650	74,103	75,585
	19	70,162	71,566	72,997	74,457	75,946
	20	70,495	71,905	73,343	74,810	76,307

	<u>Step</u>					
Gardener	Start	39,906	40,703	41,517	42,347	43,194
	1	42,122	42,964	43,823	44,700	45,594
	2	44,339	45,226	46,130	47,053	47,994
	3	46,555	47,486	48,436	49,404	50,392
	4	48,219	49,183	50,167	51,170	52,193

5	49,882	50,880	51,897	52,935	53,994
6	51,546	52,577	53,629	54,701	55,795
7	53,208	54,272	55,358	56,465	57,594
8	54,871	55,968	57,087	58,229	59,394
9	56,534	57,666	58,819	59,996	61,196
10	58,196	59,360	60,547	61,758	62,993
11	59,857	61,054	62,276	63,521	64,792
12	61,651	62,884	64,142	65,425	66,733
13	63,363	64,630	65,923	67,241	68,586
14	65,074	66,375	67,703	69,057	70,438
15	66,788	68,125	69,488	70,877	72,295
16	68,499	69,869	71,266	72,692	74,145
17	69,165	70,548	71,959	73,398	74,866
18	69,829	71,225	72,650	74,103	75,585
19	70,162	71,566	72,997	74,457	75,946
20	70,495	71,905	73,343	74,810	76,307

Step

Sr. Repairer

1	50,865	51,882	52,920	53,979	55,058
2	52,529	53,580	54,652	55,745	56,860
3	54,192	55,277	56,383	57,510	58,660
4	55,858	56,975	58,115	59,277	60,463
5	57,519	58,669	59,842	61,039	62,260
6	59,179	60,363	61,570	62,801	64,057
7	60,843	62,060	63,301	64,567	65,859
8	62,504	63,755	65,030	66,331	67,657
9	64,169	65,452	66,761	68,096	69,458
10	66,091	67,414	68,762	70,138	71,540
11	68,141	69,504	70,894	72,312	73,758

12	70,192	71,595	73,027	74,488	75,978
13	72,243	73,689	75,163	76,666	78,199
14	74,291	75,777	77,292	78,838	80,415
15	75,012	76,512	78,042	79,603	81,195
16	75,733	77,248	78,793	80,369	81,976
17	76,095	77,617	79,169	80,752	82,368
18	76,456	77,985	79,545	81,136	82,758

Step

Supervisor P.W.

1	58,881	60,060	61,261	62,486	63,736
2	60,545	61,756	62,991	64,251	65,536
3	62,206	63,450	64,719	66,013	67,333
4	63,871	65,148	66,451	67,780	69,136
5	65,533	66,844	68,181	69,544	70,935
6	67,194	68,539	69,910	71,308	72,734
7	68,857	70,234	71,639	73,071	74,533
8	70,519	71,930	73,368	74,836	76,332
9	72,183	73,627	75,099	76,601	78,133
10	74,108	75,590	77,102	78,644	80,217
11	76,157	77,680	79,234	80,819	82,435
12	78,207	79,770	81,365	82,993	84,653
13	80,257	81,863	83,500	85,170	86,873
14	82,306	83,952	85,631	87,344	89,091
15	83,028	84,689	86,382	88,110	89,872
16	83,747	85,422	87,130	88,873	90,650
17	84,109	85,791	87,507	89,257	91,042
18	84,469	86,158	87,882	89,639	91,432

	<u>Step</u>					
Mechanic	1	50,865	51,882	52,920	53,979	55,058
	2	52,529	53,580	54,652	55,745	56,860
	3	54,192	55,277	56,383	57,510	58,660
	4	55,858	56,975	58,115	59,277	60,463
	5	57,519	58,669	59,842	61,039	62,260
	6	59,179	60,363	61,570	62,801	64,057
	7	60,843	62,060	63,301	64,567	65,859
	8	62,504	63,755	65,030	66,331	67,657
	9	64,169	65,452	66,761	68,096	69,458
	10	66,091	67,414	68,762	70,138	71,540
	11	68,141	69,504	70,894	72,312	73,758
	12	70,192	71,595	73,027	74,488	75,978
	13	72,243	73,689	75,163	76,666	78,199
	14	74,291	75,777	77,292	78,838	80,415
	15	75,012	76,512	78,042	79,603	81,195
	16	75,733	77,248	78,793	80,369	81,976
	17	76,095	77,617	79,169	80,752	82,368
	18	76,458	77,985	79,545	81,136	82,758

	<u>Step</u>					
Equipment Operator	1	50,865	51,882	52,920	53,979	55,058
	2	52,529	53,580	54,652	55,745	56,860
	3	54,192	55,277	56,383	57,510	58,660
	4	55,858	56,975	58,115	59,277	60,463
	5	57,519	58,669	59,842	61,039	62,260
	6	59,179	60,363	61,570	62,801	64,057
	7	60,843	62,060	63,301	64,567	65,859
	8	62,504	63,755	65,030	66,331	67,657

9	64,169	65,452	66,761	68,096	69,458
10	66,091	67,414	68,762	70,138	71,540
11	68,141	69,504	70,894	72,312	73,758
12	70,192	71,595	73,027	74,488	75,978
13	72,243	73,689	75,163	76,666	78,199
14	74,291	75,777	77,292	78,838	80,415
15	75,012	76,512	78,042	79,603	81,195
16	75,733	77,248	78,793	80,369	81,976
17	76,095	77,617	79,169	80,752	82,368
18	76,456	77,985	79,545	81,136	82,758

Step

Lineworker

1	65,092	66,393	67,721	69,076	70,457
2	66,066	67,387	68,735	70,109	71,512
3	67,042	68,384	69,752	71,147	72,570
4	68,019	69,380	70,767	72,183	73,626
5	68,996	70,376	71,784	73,219	74,684
6	70,032	71,433	72,862	74,319	75,805
7	71,065	72,485	73,935	75,413	76,922
8	72,488	73,937	75,416	76,924	78,463
9	73,910	75,388	76,896	78,434	80,003
10	75,331	76,838	78,375	79,942	81,541
11	76,753	78,288	79,854	81,451	83,080
12	77,499	79,050	80,631	82,244	83,888
13	78,244	79,809	81,405	83,034	84,694
14	78,617	80,189	81,793	83,429	85,097
15	78,988	80,568	82,179	83,823	85,499

	<u>Step</u>					
Electrician	1	65,092	66,393	67,721	69,076	70,457
	2	66,066	67,387	68,735	70,109	71,512
	3	67,042	68,384	69,752	71,147	72,570
	4	68,019	69,380	70,767	72,183	73,626
	5	68,996	70,376	71,784	73,219	74,684
	6	70,032	71,433	72,862	74,319	75,805
	7	71,065	72,485	73,935	75,413	76,922
	8	72,488	73,937	75,416	76,924	78,463
	9	73,910	75,388	76,896	78,434	80,003
	10	75,331	76,838	78,375	79,942	81,541
	11	76,753	78,288	79,854	81,451	83,080
	12	77,499	79,050	80,631	82,244	83,888
	13	78,244	79,809	81,405	83,034	84,694
	14	78,617	80,189	81,793	83,429	85,097
	15	78,988	80,568	82,179	83,823	85,499

	<u>Step</u>					
Supervisor Electrician		86,158	87,881	89,639	91,432	93,260

Schedule C (New Employees Hired on or After January 1, 2016)
 Borough of Lavalletta and Teamsters Local Union No. 469
 Salaries and Wage Schedule as of December 31, 2017

<u>Title</u>	<u>Step</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>
Laborer	Start	30,600	31,212	31,836	32,473
	1	32,283	32,929	33,587	34,259
	2	34,059	34,740	35,435	36,144
	3	35,761	36,476	37,206	37,950
	4	37,550	38,301	39,067	39,848
	5	38,864	39,641	40,434	41,243
	6	40,224	41,028	41,849	42,686
	7	41,632	42,465	43,314	44,180
	8	43,089	43,951	44,830	45,726
	9	44,597	45,489	46,399	47,327
	10	46,158	47,081	48,023	48,983
	11	47,774	48,729	49,704	50,698
	12	49,446	50,435	51,444	52,472
	13	51,176	52,200	53,244	54,308
	14	52,967	54,026	55,107	56,209
	15	54,821	55,917	57,036	58,176
	16	56,740	57,875	59,032	60,213
	17	57,307	58,453	59,622	60,815
	18	57,880	59,038	60,218	61,423
	19	58,170	59,333	60,520	61,730
20	58,461	59,630	60,823	62,039	

Repairer

Step

Start	30,600	31,212	31,836	32,473
1	32,283	32,929	33,587	34,259
2	34,059	34,740	35,435	36,144
3	35,761	36,476	37,206	37,950
4	37,550	38,301	39,067	39,848
5	38,864	39,641	40,434	41,243
6	40,224	41,028	41,849	42,686
7	41,632	42,465	43,314	44,180
8	43,089	43,951	44,830	45,726
9	44,597	45,489	46,399	47,327
10	46,158	47,081	48,023	48,983
11	47,774	48,729	49,704	50,698
12	49,446	50,435	51,444	52,472
13	51,176	52,200	53,244	54,308
14	52,967	54,026	55,107	56,209
15	54,821	55,917	57,036	58,176
16	56,740	57,875	59,032	60,213
17	57,307	58,453	59,622	60,815
18	57,880	59,038	60,218	61,423
19	58,170	59,333	60,520	61,730
20	58,461	59,630	60,823	62,039

Truck Driver

Step

Start	30,600	31,212	31,836	32,473
1	32,283	32,929	33,587	34,259
2	34,059	34,740	35,435	36,144
3	35,761	36,476	37,206	37,950
4	37,550	38,301	39,067	39,848

5	38,864	39,641	40,434	41,243
6	40,224	41,028	41,849	42,686
7	41,632	42,465	43,314	44,180
8	43,089	43,951	44,830	45,726
9	44,597	45,489	46,399	47,327
10	46,158	47,081	48,023	48,983
11	47,774	48,729	49,704	50,698
12	49,446	50,435	51,444	52,472
13	51,176	52,200	53,244	54,308
14	52,967	54,026	55,107	56,209
15	54,821	55,917	57,036	58,176
16	56,740	57,875	59,032	60,213
17	57,307	58,453	59,622	60,815
18	57,880	59,038	60,218	61,423
19	58,170	59,333	60,520	61,730
20	58,461	59,630	60,823	62,039

Gardener

Step

Start	30,600	31,212	31,836	32,473
1	32,283	32,929	33,587	34,259
2	34,059	34,740	35,435	36,144
3	35,761	36,476	37,206	37,950
4	37,550	38,301	39,067	39,848
5	38,864	39,641	40,434	41,243
6	40,224	41,028	41,849	42,686
7	41,632	42,465	43,314	44,180
8	43,089	43,951	44,830	45,726
9	44,597	45,489	46,399	47,327
10	46,158	47,081	48,023	48,983

11	47,774	48,729	49,704	50,698
12	49,446	50,435	51,444	52,472
13	51,176	52,200	53,244	54,308
14	52,967	54,026	55,107	56,209
15	54,821	55,917	57,036	58,176
16	56,740	57,875	59,032	60,213
17	57,307	58,453	59,622	60,815
18	57,880	59,038	60,218	61,423
19	58,170	59,333	60,520	61,730
20	58,461	59,630	60,823	62,039

Senior Repairer

Step

1	44,370	45,257	46,163	47,086
2	44,824	45,720	46,635	47,568
3	46,348	47,275	48,220	49,185
4	47,924	48,882	49,860	50,857
5	49,553	50,544	51,555	52,586
6	51,238	52,263	53,308	54,374
7	52,724	53,778	54,854	55,951
8	54,253	55,338	56,445	57,574
9	55,826	56,943	58,081	59,243
10	57,444	58,593	59,765	60,960
11	59,110	60,292	61,498	62,728
12	60,825	62,042	63,282	64,548
13	62,588	63,840	65,117	66,419
14	64,403	65,691	67,005	68,345
15	65,948	67,267	68,612	69,985
16	67,531	68,882	70,259	71,664
17	69,152	70,535	71,946	73,385

18 70,811 72,227 73,672 75,145

Supervisor P.W.

Step

1	54,315	55,401	56,509	57,640
2	55,836	56,953	58,092	59,254
3	57,343	58,490	59,660	60,853
4	58,892	60,070	61,271	62,497
5	60,423	61,631	62,864	64,121
6	61,933	63,172	64,435	65,724
7	63,482	64,752	66,047	67,368
8	65,008	66,306	67,632	68,985
9	66,566	67,897	69,255	70,640
10	68,363	69,730	71,125	72,547
11	70,728	72,143	73,585	75,057
12	72,175	73,619	75,091	76,593
13	74,052	75,533	77,044	78,585
14	75,978	77,498	79,048	80,628
15	76,738	78,273	79,838	81,435
16	77,505	79,055	80,636	82,249
17	78,280	79,846	81,443	83,071
18	79,062	80,643	82,256	83,901

Mechanic

Step

1	44,778	45,674	46,587	47,519
2	44,824	45,720	46,635	47,568
3	46,348	47,275	48,220	49,185
4	47,924	48,882	49,860	50,857
5	49,553	50,544	51,555	52,586
6	51,238	52,263	53,308	54,374
7	52,724	53,778	54,854	55,951

8	54,253	56,338	56,445	57,574
9	55,826	56,943	58,081	59,243
10	57,444	58,593	59,765	60,960
11	59,110	60,292	61,498	62,728
12	60,825	62,042	63,282	64,548
13	62,588	63,840	65,117	66,419
14	64,403	65,691	67,005	68,345
15	65,948	67,267	68,612	69,985
16	67,531	68,882	70,259	71,664
17	69,152	70,535	71,946	73,385
18	70,811	72,227	73,672	75,145

Equipment
Operator

Step

1	44,778	45,674	46,587	47,519
2	44,824	45,720	46,635	47,568
3	46,348	47,275	48,220	49,185
4	47,924	48,882	49,860	50,857
5	49,553	50,544	51,555	52,586
6	51,238	52,263	53,308	54,374
7	52,724	53,778	54,854	55,951
8	54,253	55,338	56,445	57,574
9	55,826	56,943	58,081	59,243
10	57,444	58,593	59,765	60,960
11	59,110	60,292	61,498	62,728
12	60,825	62,042	63,282	64,548
13	62,588	63,840	65,117	66,419
14	64,403	65,691	67,005	68,345
15	65,948	67,267	68,612	69,985

16	67,531	68,882	70,259	71,664
17	69,152	70,535	71,946	73,385
18	70,811	72,227	73,672	75,145

Lineworker

Step

1	60,180	61,384	62,611	63,863
2	61,083	62,305	63,551	64,822
3	61,999	63,239	64,504	65,794
4	62,929	64,188	65,471	66,781
5	63,872	65,149	66,452	67,781
6	64,830	66,127	67,449	68,798
7	65,802	67,118	68,460	69,830
8	67,118	68,460	69,830	71,226
9	68,460	69,829	71,226	72,650
10	69,761	71,156	72,579	74,031
11	71,086	72,508	73,958	75,437
12	71,797	73,233	74,698	76,192
13	72,515	73,965	75,445	76,953
14	72,877	74,335	75,821	77,338
15	73,241	74,706	76,200	77,724

Electrician

Step

1	60,180	61,384	62,611	63,863
2	61,083	62,305	63,551	64,822
3	61,999	63,239	64,504	65,794
4	62,929	64,188	65,471	66,781
5	63,872	65,149	66,452	67,781
6	64,830	66,127	67,449	68,798
7	65,802	67,118	68,460	69,830
8	67,118	68,460	69,830	71,226

9	68,460	69,829	71,226	72,650
10	69,761	71,156	72,579	74,031
11	71,086	72,508	73,958	75,437
12	71,797	73,233	74,698	76,192
13	72,515	73,965	75,445	76,953
14	72,877	74,335	75,821	77,338
15	73,241	74,706	76,200	77,724