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Mercer

LIBRARY
Institute of Management and
Labor Relations

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RUTGERS UNIVERSITY

PREAMBLE

THIS AGREEMENT is lawfully made and entered into this _____ day

of Sept, 1973, by and between:

THE TRENTON FREE PUBLIC LIBRARY, TRENTON, NEW JERSEY
hereinafter referred to as "Library",

and:

LOCAL 2634, AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES, AFL/CIO, hereinafter called the
"Union".

WITNESSETH:

WHEREAS, the provisions of this Agreement shall become effective on

WHEREAS, the parties to this Agreement attest that they shall abide
by all its terms and provisions as set forth below. It is the intention of both
the Library and the Union that this Agreement is to be construed within the frame-
work of the policies enunciated in Chapter 303, of the Laws of 1968, N.J.S.A.
34:13A-1 et seq. and in harmony with the New Jersey Civil Service law, rules and
regulations.

WHEREAS, the Union has presented proof that it represents a majority of
the Library's employees in an appropriate negotiating unit as provided by N.J.S.A.
34:13A-5.3; and

WHEREAS, the Library and the Union have conducted negotiations in good
faith with respect to grievances, and terms and conditions of employment,

IT IS AGREED AS FOLLOWS:

ARTICLE I

RECOGNITION

Section 1.01

The Library recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing wages, hours, and other conditions of employment for all its employees in the classifications listed under Appendix A attached hereto and by reference made a part of this Agreement and for such additional classifications as the parties may later agree to include.

Section 1.02

The Library and the Union agree that they shall not interfere with the right of any employee to join the Union, if he so desires, or to refrain from Union membership, and the Library and the Union shall not discriminate against any employee because of his membership or nonmembership in the Union.

ARTICLE II

MANAGEMENT OF THE LIBRARY'S AFFAIRS

Section 2.01

The employees recognize that areas of responsibility must be reserved to the Library to serve the public effectively. Therefore, the right to manage the affairs of the Library and to direct the working forces and operations of the Library subject to the limitations of this Agreement, is vested and retained by the Library exclusively.

Section 2.02

The management and the conduct of the business of the Library and the direction of its working force are the rights of the Employer. The Employer shall have the right, subject to the terms herein contained, to hire employees,

to designate into a job classification, assign, transfer and promote them, to discipline, order and efficiency consistent with the Rules and Regulations of the Civil Service Commission. The Employer reserves the right to publish reasonable rules and regulations from time to time as it may be necessary and proper for the conduct of its business, provided that the same are not inconsistent with the terms of this Agreement, and provided further that such rules and regulations are subject to the grievance and arbitration provisions of this Agreement.

ARTICLE III

DEDUCTION OF DUES

Section 3.01

Upon receipt of a lawfully executed written authorization from an employee, the Trenton Free Public Library agrees to deduct the regular monthly Union dues of such employee from his paycheck and remit such deduction by the tenth (10th) day of the succeeding month to the official designated by the Union in writing to receive such deductions. The Union shall notify the Library in writing thirty (30) days prior to any change in such dues. The Union recognizes that the employee's dues authorization shall remain in effect unless terminated by the employee upon written notice of withdrawal or by termination of his employment. The employee may file the notice of withdrawal in writing to the Library anytime between December 15 and January 1 during the life of this Union Agreement.

ARTICLE IV

PAY SCALES

Section 4.01

The pay scales for all employees covered by this agreement for the

period of January 1, 1973, through December 31, 1973, are set forth in Appendix A. The rate of pay for 1973 for all employees covered in Appendix A shall be computed by adjusting each employee from the increment step in 1972 to the same increment step in the pay scale attached as Appendix A. All increases shall be retroactive until January 1, 1973.

Section 4.02

The pay rate for 1974 shall include the annual increment which is given in the pay scale attached as Appendix A and an across the range increase of 3% as cost of living, whichever is greater. The cost of average shall be computed as the average of the Philadelphia labor market index for the period November 1, 1972, through October 31, 1973.

ARTICLE V

GRIEVANCE PROCEDURE

Section 5.01

Any grievance or dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1. The aggrieved employee, with or without the union steward, shall take up the grievance or dispute with the employee's immediate supervisor within five (5) days of the date of the grievance or his knowledge of its occurrence. The supervisor shall attempt to adjust the matter and shall respond to the steward and the aggrieved employee within three (3) work days.

Step 2. If the grievance has not been settled, it shall be presented in writing to the director of the Library within five (5)

days after the supervisor's response is due. The director shall conduct a hearing within five (5) days after the receipt of such grievance. At this hearing the aggrieved employee may appear with the Union representative. The director will render a decision, in writing, within three (3) days after the conclusion of the hearing.

Step 3. If the grievance still remains unadjusted, it shall be presented to the next regular meeting of the Library Board of Trustees, in writing within five (5) work days after the response of the director is due. The Board or a Committee thereof, shall conduct a hearing within ten (10) work days after the receipt of the appeal. At this hearing the aggrieved employee will appear with the Union representative and president. The Board shall render a decision, in writing, within three (3) work days after the conclusion of the hearing.

Step 4. If the grievance is still unsettled, the Union may within fifteen (15) days after the reply of the Board of Trustees is due, by written notice to the director of the Library proceed to arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the Employer and the Union within seven (7) days after notice has been given. If the parties fail to select an arbitrator, the New Jersey Public Employment Relations Commission shall be requested by either or both parties to provide a panel of five (5) arbitrators. Both the Employer and the Union shall have the right to strike two names from the panel. The

Union shall strike the first name; the other party shall then strike one name. The process will be repeated and the remaining person shall be the arbitrator.

The decision of the arbitrator shall be final and binding on the parties, and the arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument. Expenses for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available, without charge to the other party and to the arbitrator.

ARTICLE VI

UNION STEWARDS AND UNION REPRESENTATION

Section 6.01

A written list of Union officials and stewards shall be furnished to the Library immediately after their designation and the Union shall notify the Library promptly of any changes of such Union stewards or officers.

Section 6.02

The recognized stewards shall be granted a reasonable amount of time during working hours without loss of pay to interview an employee who has a grievance and to discuss the grievance with the employee's immediate supervisor. A steward shall not leave his work without obtaining the permission of his immediate supervisor, whose permission shall not be unreasonably withheld.

Section 6.03

Representatives of the Union, who are not employees of the Library, shall be permitted to visit with employees during working hours for the purpose of discussing Union representation matters. Such representatives shall notify the Library Director or his designees before visiting with the employee.

ARTICLE VII

DISCRIMINATION

Section 7.01

The provisions of this Agreement shall be applied equally to all employees in the bargaining units without discrimination as to age, sex, marital status, race, color, creed, or national origin. The Union shall share equally with the Library the responsibility for applying this provision of the Agreement.

Section 7.02

All references to employees in this Agreement designate both sexes, and wherever the male gender is used it shall be constructed to include male and female employees.

Section 7.03

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restrain, or coercion.

Section 7.04

There shall be no discrimination between permanent or temporary employees in regards to any provision of this Agreement.

ARTICLE VIII

EMPLOYMENT SECURITY

Section 8.01

Neither the Library nor its agents shall take any summary disciplinary action against any employee, except where the employee refuses to act upon a direct working order, especially in cases where the supervisors' ability to carry out his job is severely questioned or endangered or except where violence, and/or health and safety of himself or other employees may be involved.

Section 8.02

Any disciplinary action, either verbal or written shall be done in private meetings. At no time will an employee be subjected to verbal abuse in public.

Section 8.03

There shall be a three (3) day "cooling-off" period following the incident which may require disciplinary action, after which time the Employer shall serve on the employee and/or the Union a written notice of the intended disciplinary action and set the date of the hearing notifying the employee and the Union of the time and place.

ARTICLE IX

SENIORITY

Section 9.01

Seniority standing shall be granted to all employees.

Section 9.02

Employment seniority shall consist of accumulated employment with the Library. Position or title seniority begins from the time the employee is certified to that Civil Service position or titles by the New Jersey Civil Service

Commission.

Section 9.03

When a question of seniority arises the Library will supply such information, on request, to the Union office and to the Union president.

Section 9.04

On temporary appointments to higher titles, all other things being reasonably equal, seniority will prevail.

ARTICLE X

HOURS OF WORK

Section 10.01

The regular work week shall consist of thirty-five (35) hours per week.

Section 10.02

For all work performed after thirty-five (35) hours employees shall be granted compensatory time off on a straight hour for hour basis.

Section 10.03

No compensatory time shall be authorized unless approved by the employee's supervisor. In granting the use of accrued compensatory time, reasonable requests shall be granted.

Section 10.04

If sufficient employees are not available for necessary overtime after volunteers are requested by the supervisor according to seniority, then overtime will be assigned by the supervisor on the basis of least seniority first until sufficient staff is available to the supervisor.

ARTICLE XI

WORK RULES

Section 11.01

The Employer may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.

ARTICLE XII

EMPLOYEE SAFETY AND HEALTH

Section 12.01

The Employer shall at all times maintain safe and healthful working conditions, and will provide employees with any necessary equipment and supplies needed in order to insure their safety and health. The Employer shall meet upon request to discuss matters of employee's health and safety.

Section 12.02

Two (2) rest periods per day shall be granted to all full-time employees during their work day. One (1) fifteen (15) minute rest period in the first half day and one (1) fifteen (15) minute rest period in second half of the same day.

Section 12.03

All full-time employees shall be granted a one (1) hour lunch schedule per day.

Section 12.04

The Library will distribute the proper accident forms for use by its employees who are present at the time of an accident. A policy statement regarding accidents will be made available to employees.

ARTICLE XIII

CLASSIFICATION AND JOB DESCRIPTIONS

Section 13.01

The classifications for employees covered by this Agreement are attached hereto as Appendix A and by reference are made a part of this Agreement.

Section 13.02

Employees who are assigned work of similar difficulty and responsibility, requiring similar skills shall be classified in the same position title and salary scale in accordance with the Rules and Regulations of the New Jersey Civil Service Commission.

Section 13.03

Employees temporarily assigned to higher titles will be credited for each day worked and after a total of ten (10) days, the employee will then be paid wages of the higher title. Employees working for ten (10) days straight will receive the higher salary after completion of these days. January 1st of each year will be the start for compiling of working out of title in a higher wage rate.

Section 13.04

If during the term of this Agreement the Employer finds that new job descriptions and/or classifications should be established or that changes should be made in existing job descriptions and/or classifications, the Library shall meet with the Union at least thirty (30) days prior to any such changes, and further, the Library agrees to meet prior to such changes with representatives of the Union to discuss the purposes and effect of any such changes in job descriptions and/or classifications.

Section 13.05

To provide incentive for advancement within the job titles as well as to highest job titles, the Library shall encourage employees to pursue formal courses of training or education and in-service-training. For the former, flexibility in assignment of schedule in keeping with maintenance of high standards of Library services shall be observed. For the latter, time spent in attendance of in-service-training shall be considered part of the work schedule.

Section 13.06

When a promotional examination for a vacancy is scheduled by the New Jersey Civil Service Commission, all staff members eligible for the examination shall be notified by the Library. For all newly created titles, the Union shall be notified and classifications and salaries negotiated.

ARTICLE XIV

SICK LEAVE

Section 14.01

The employer shall grant the following sick leave for full-time employees.

- | | |
|---------------------------------------|---|
| a. Up to one year service | $1\frac{1}{4}$ working day for each month |
| b. After one calendar year of service | 15 working days per year
in advance |

Section 14.02

The employee shall accumulate sick days from year to year indefinitely.

Section 14.03

An employee who shall be absent on sick leave after three or more consecutive working days may be required to submit medical evidence substantiating the illness.

Section 14.04

The employee if absent for reasons that entitle him or her to sick leave, shall notify his supervisor, within a reasonable time, of the working day he or she is reporting off.

Section 14.05

Sick leave provisions for part-time employees shall be pro-rated based on the regular hours worked.

ARTICLE XV

VACATIONS

Section 15.01

Full-time professional staff shall be granted a 20 working day paid vacation per annum. An employee must have one (1) year service in the Library to qualify for vacations.

Section 15.02

Full-time non-professional staff will be granted vacation on the following schedule:

- | | |
|---------------------------|----------------------|
| a. up to one year service | 1 day for each month |
| b. one year to 10 years | 12 working days |
| c. 10 years to 20 years | 15 working days |
| d. after 20 years | 20 working days |

Section 15.03

The Library agrees to allow the employee to accumulate no more than two years of vacation time.

Section 15.04

Seniority of appointment and position shall have preference in determining when vacation time will be taken. In computing vacation allowance April 1st to

December 31st shall be used in computing.

Section 15.05

If a holiday should fall while employee is on vacation; one (1) day for each holiday shall be granted in addition to vacation time to employee involved.

Section 15.06

Part-time professional and non-professional staff shall have their vacation allowance pro-rated based on the number of hours worked.

ARTICLE XVI

HOLIDAYS AND PERSONAL LEAVE DAYS

Section 16.01

The following days shall be recognized and observed as paid holidays:

New Year's Day	Columbus Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Season - 3 days
July 4th	Christmas Day
Labor Day	

Section 16.02

The Employer agrees to provide three (3) personal leave days per year to every employee, for the duration of this contract. Employees shall notify their supervisor in advance of the time when they wish to take their personal day.

ARTICLE XVII

LEAVE OF ABSENCE

Section 17.01

Funeral - employees shall be granted a leave with pay for the death in their immediate family. Immediate family is defined to include: mother, father,

sister, brother, daughter, son, mother-in-law, father-in-law, or any relative of the employee's household. The leave shall be from the date of death to the beginning of the second day after the date of burial. Employees shall be granted a one day leave with pay for death of the employee's grandmother, grandfather, aunt, uncle, sister-in-law, brother-in-law, niece or nephew. (This time is not chargeable.)

Section 17.02

Sick Leave Without Pay - permanent employees may request in writing a leave of absence without pay while temporarily either mentally or physically incapacitated to perform their duties. Such leave may be granted by the employer for periods of six months each, but not to exceed a total of two years.

Section 17.03

Maternity - a permanent employee while on maternity leave may use their earned and accumulated sick leave and an additional nine months leave of absence without pay, when approved in writing by the employer.

Section 17.04

Union Convention - Leave with pay will be granted to Union Officers or Delegates to Union Institutes, Educational Conferences or Conventions. Upon written request from the Union for a total of fifteen (15) working days per year.

Section 17.05

Work-related Injury - An employee with an injury resulting from the performance of duty shall be granted a leave of absence with full pay. Any amount of salary or wages paid or payable to such an employee for disability leave, shall be reduced by the amount of Workmen's Compensation paid under the New Jersey Workmen's Compensation Act, for temporary disability. Such leave shall be limited to a maximum of one (1) year from the date of injury.

Section 17.06

Jury Duty - an employee shall be granted a leave of absence with pay to serve on any jury.

Section 17.07

Military Service - any employee who is a member of a reserve force of the United States or this State and who is ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or this State shall be granted a leave of absence with pay during the period of such activity not to exceed thirty (30) days in any calendar year.

Any employee who is drafted into active service in the armed forces of the United State while in the service of the Employer shall be granted a leave of absence, without pay for the initial requirement period of military service.

Employees returning from authorized leaves of absence as set forth above, shall be restored to their original classification at the (then appropriate rate of pay) with no loss of seniority or other employee rights.

Section 17.08

Professional staff who are members of a professional association shall be permitted to attend at least one meeting per year of each association with pay.

ARTICLE XVIII

HEALTH AND WELFARE

Section 18.01

The Library agrees to provide fully paid Blue Cross and Blue Shield Rider J as well as major medical coverage, or any new Blue Cross and Blue Shield plan which may be negotiated, to every full-time employee.

Section 18.02

The Library agrees to provide retirement benefits in accord with applicable New Jersey Statutes.

ARTICLE XIX

LONGEVITY

Section 19.01

The Employer shall pay the following longevity plan to full-time employees:

- a. After 5 years of service - \$100
- b. After 10 years of service - \$200
- c. After 15 years of service - \$300
- d. After 20 years of service - \$400
- e. After 25 years of service - \$500

Section 19.02

- A. Longevity: Extra pay for long service
- B. Continuous Service: Uninterrupted employment service with the Trenton Free Public Library. Resignations, terminations, or lay-offs for economy reasons for over 1 full year are considered breaks in service and are not counted in determining continuous service.
- C. Seasonal Employment: Employment of short duration usually for the Summer or Fall.
- D. Unit of Entitlement: For each 5 full years of continuous service employee receives 1 unit of entitlement as noted in the Longevity Plan above, for 10 full years of service employee receives 2 units of entitlement, for 15 full years of service employee receives 3 units of entitlement, etc.

- E. Full-time Permanent Employee: Employee in the Classified Service on full-time employment certified by the Civil Service Department.
- F. Full-time Temporary Employee: Employee either in the Classified or Unclassified service on full-time employment not certified by the Civil Service Department.
- G. Lay-Off For Economy Reasons: Employee laid-off from Permanent position certified by Civil Service Department because of lack of funds to retain position on the City payroll.
- H. Termination: Employee released from employment for any of the following reasons:
 - a. Discharged for disciplinary reasons.
 - b. End of Seasonal employment.
 - c. End of Temporary employment.
- I. Resignation: Employee voluntarily terminates himself from employment.
- J. Calendar Year: Period beginning January 1 and ending December 31 of any year.
- K. Part-Time Employment: Any employee who works less than full-time for any reason.

Section 19.03

- A. All full-time employees of the Trenton Free Public Library are eligible for longevity payments commensurate with years of continuous City service. Part-time employees are ineligible for longevity benefits.
- B. Employment service with the Trenton Free Public Library, ONLY, i.e., employment service with the City of Trenton, Board of Education,

the Housing Authority or any other level of government is not counted for longevity benefits.

C. Seasonal employment prior to permanent or temporary employment will not be counted in determining years of service.

1. Example: employee is hired for seasonal work, works 2 months on 2 successive years, is terminated

Answer: no continuous service credit toward longevity units are earned.

D. However, if seasonal employment is converted into regular employment without interruption then this service will be counted toward continual service.

1. Example: employee is hired for full-time seasonal work. After seasonal temporary period expires, employment is converted into regular employment.

Answer: continuous service credit toward longevity units is earned inclusive of seasonal period.

E. If during a calendar year, an employee becomes eligible for longevity either for the first time or for subsequent units of entitlement, he shall be compensated in the last pay period for that calendar year, on a lump-sum basis.

1. Example: employee becomes entitled to receive longevity for the first time on July 1, during the budget year.

Answer: employee shall be compensated for 1 unit of entitlement in the last pay period for that calendar year, on a lump-sum basis.

2. Example: employee has reached the 10 year level on July 1, during budget year.

Answer: the second unit of entitlement (10 year level) shall be paid to the employee in the last pay period for that calendar year, on a lump-sum basis. (1st) First unit of entitlement shall be paid each bi-weekly pay period on a pro-ratio formula, including pension deductions, designed to pay equal installments of longevity entitlement from the first pay period of that calendar year to and including the last pay period in that calendar year.

F. Continuous service is defined as unbroken employment for the Trenton Free Public Library. Employees who quit or are terminated then return to work are considered broken-service employees and are entitled to be paid for unbroken-service only. Employee's service is deemed broken-service when he is continuously on involuntary lay-off, for economy reasons, for a period exceeding 1 year. Periods of employee involuntary lay-off for economy reasons of less than 1 year continuously are not considered broken-service periods and are counted in determining employee eligibility.

1. Example: employee works for 6 months, quits, or is terminated then returns to work after 6 months, works continuously for 4 years, 6 months.

Answer: employee has no entitlement for units of longevity, initial employment of 6 months is not counted.

2. Example: permanent employee is laid-off, for economy reasons, for six month period; has 4 years, 6 months service prior to lay-off, is recalled to work.

Answer: employee is entitled to 1 unit of longevity.

- G. Employees who were on Leave of Absence to serve in the Armed Forces of the United States after attaining a permanent certified position are entitled to longevity units equal to their Library employment plus military service, provided, however:
 1. Employee was drafted and returned to work for the City within 90 days of his separation from military service.
 2. Employee enlisted to fulfill his military obligation and returned to work for the City within 90 days of separation from military service.
 3. Employee who re-enlists after being drafted or initial enlistment to fulfill military obligation, entitlement shall be determined by the Department of Administration after examining all the circumstances at the time of re-enlistment.
- H. When a full time employee (permanent status) terminates, he is eligible for full payment of longevity entitlement for the entire year even when he terminates prior to the year's end.
 1. Example: Employee has six years of service, is eligible for one (1) unit of entitlement. Employee terminates January 1, during the year (was receiving longevity payment on pro-rated basis bi-weekly) will receive remainder of entitlement upon termination.

Section 19.04

This longevity payment shall be paid to each eligible employee on the first regularly scheduled pay period in December of each year.

ARTICLE XX

STRIKES AND OTHER JOB ACTION

Section 20.01

The Union membership recognizes and acknowledges the existing state of the law in the State of New Jersey including Chapter 303 relating to the rights of public employees to strike.

Section 20.02

The Union will not authorize or sanction any strike or job action during the term of this Agreement. In the event of a "wildcat strike" the Union will endeavor to secure a return of the strikers to work to the end that the dispute may then be settled peaceably in accordance with the procedures set up herein.

ARTICLE XXI

ADMINISTRATIVE CODE, ADMINISTRATIVE MANUAL

AND RULES AND REGULATIONS

Section 21.01

The management and the conduct of the business of the City and the direction of its working force are the rights of the Employer. The Employer shall have the right, subject to the terms herein contained, to hire employees, to designate into a job classification, assign, and promote them, to discipline, order and efficiency consistent with the Rules and Regulations of the Civil Service Commission and this Agreement. The Employer reserves the right to publish reasonable rules and regulations from time to time as it may be necessary

and proper for the conduct of its business, provided that the same are not inconsistent with the terms of this Agreement, and provided further that such rules and regulations are subject to the grievance and arbitration provisions of this Agreement.

ARTICLE XXII

APPLICABLE LAWS

Section 22.01

The provisions of this Agreement shall be subject to and shall not annul or modify existing applicable provisions of Federal, State and Local laws and ordinances or any properly enacted amendments, additions or deletions thereto, except as specifically permitted thereby.

ARTICLE XXIII

GENERAL PROVISIONS

Section 23.01

Bulletin boards shall be made available by the Employer at each of the work locations for the exclusive use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature.

Section 23.02

It is understood and agreed that if any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction such decision of the court shall apply only to the specific portion of the Agreement affected by such decisions.

Section 23.03

It is agreed that representatives of the Employer and representatives of the Union will meet from time to time upon request of either party to discuss matters of general interest or concern, matters which are not necessarily a

grievance as such.

Section 23.04

The Library shall make available to all present and future employees, copies of this Agreement.

ARTICLE XXIV

TERMINATION

Section 24.01

This Agreement shall be effective as of the 1st day of January, 1973, and shall remain in full force and effect until the 31st day of December, 1974. Negotiations shall begin no later than thirty (30) days prior to the expiration date of this Agreement. This Agreement shall remain in full force and be effective during the period of negotiation and until the notice of Termination in writing of this Agreement is provided to the other party.

IN WITNESS WHEREOF, the parties hereto have caused these Presents to be signed by their proper officers and attested to on the 18th day of September, 1973.

ATTESTED:

TRENTON FREE PUBLIC LIBRARY:

By _____

ATTESTED:

LOCAL 2634, AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO

Appendix A
1973 Pay Scales
Trenton Free Public Library

<u>Inc.</u>	<u>Min.</u>	<u>1st.</u>	<u>2nd.</u>	<u>3rd.</u>	<u>4th.</u>	<u>5th.</u>	<u>Max.</u>
<u>Senior Librarian</u>							
416	8,530	8,946	9,362	9,778	10,194	10,610	11,026
<u>Junior Librarian</u>							
387	7,737	8,124	8,511	8,898	9,285	9,672	10,059
<u>Senior Library Assistant</u>							
265	5,687	5,952	6,217	6,482	6,747	7,012	7,277
<u>Junior Library Assistant</u>							
226	4,974	5,200	5,426	5,652	5,878	6,104	6,330
<u>Senior Book Repairer</u>							
228	4,568	4,796	5,024	5,252	5,480	5,708	5,936
<u>Book Repairer</u>							
217	4,340	4,559	4,774	4,991	5,208	5,425	5,642
<u>Senior Building Maintenance Worker (Low Pressure License)</u>							
254	5,525	5,779	6,033	6,287	6,541	6,795	7,049

Marynie