

AGREEMENT

BETWEEN

THE BOARD OF WATER COMMISSIONERS OF THE
CITY OF EAST ORANGE, NEW JERSEY

- and -

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO



July 1, 2003 - June 30, 2006

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INTRODUCTORY STATEMENT

It is the intention of both the Board and the CWA that this Agreement effectuate the policies of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1 et seq. hereinafter "The Act", and be construed to harmonize with the Rules and Regulations of the New Jersey Department of Personnel.

PREAMBLE

THIS AGREEMENT, made as of July 1, 2003, by and between **THE BOARD OF WATER COMMISSIONERS OF THE CITY OF EAST ORANGE, NEW JERSEY**, hereinafter referred to as the "Board" or the "Employer", and the **COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO**, hereinafter referred to as the "CWA."

ARTICLE I

RECOGNITION

1. The Board hereby recognizes the CWA as the exclusive representative for collective negotiations concerning the terms and conditions of employment for full-time employees employed by the Board, excluding all professional, office clerical managerial executives, police officers, firefighters employees, temporary employees and supervisors within the meaning of the New Jersey Public Employment Relations Act. The term "employees" is intended to include the job titles listed in Schedule "A" annexed hereto and made a part hereof.

2. Unless otherwise indicated, the terms "employee" or "employees" when used in this Agreement refer to all persons represented by the CWA in the above defined negotiating unit.

ARTICLE II

CHECK-OFF

1. The Board agrees to deduct semi-monthly CWA membership dues from the pay of those employees who individually and voluntarily request in writing that such deductions be made on a form agreed upon between the Board and the CWA and consistent with applicable law. The amount to be deducted shall be certified to the Board or by the Treasurer of the CWA, and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Treasurer of the CWA by the 15th of the month after the month in which such deductions are made.

2. Any written designation by an employee covered by this Agreement to terminate dues deductions must be received in writing by the Board and the CWA, and filing of notice of withdrawal shall be effective to halt deductions as of January 1 or July 1 next succeeding the date on which such notice of withdrawal is filed.

ARTICLE III

VISITATION

1. The duly authorized officers and/or business representatives of the CWA shall be permitted on Water Department premises during working hours for the purpose of adjusting complaints or ascertaining whether this Agreement is being performed; provided, however, that they are in no way interfering with the conduct of the Board's business. The Board, if it so chooses, shall have one of its representatives accompany the business representative while on the premises. At the time of entering the Board's premises the business representative must make his/her presence known to a representative designated by the Board. The business representative shall conduct himself or herself properly while on Water Department premises.

ARTICLE IV

STEWARDS/UNION REPRESENTATION

1. The Board recognizes the right of the CWA to designate a reasonable number of stewards and an alternate for each department to represent the CWA and the employees covered by this Agreement. The CWA shall furnish the Board with the names of the stewards and the alternates, and will notify the Board of any changes.

2. The authority of the stewards or alternatives so designated by the CWA shall be limited to, and shall not exceed, the following duties and activities:

- a) The investigation and presentation of grievances in accordance with the provisions of this Agreement. If both parties agree that it is necessary for a steward to perform any of such duties during his/her working time, the officer shall be released from work by his/her supervisor as soon as convenient to the Board and only to the extent necessary to take the investigation and for conferring with the Board's representative;
- b) The transmission to the Board's representatives of messages and information which shall originate with and are authorized by the CWA or its officers;
- c) Otherwise the steward or alternate shall be required to perform his/her duties in the same manner and to the same extent as other employees.

3. Any settlement of a question by the Steward and the supervisor of any employee involved in a dispute shall be reviewable by the Board and the CWA at the request of either, and no such settlement shall establish a precedent or conflict in any manner with the provisions of this Agreement.

4. a) An employee may have CWA representation if there exists reasonable grounds to fear that discipline will occur directly as the result of the interview with the Water Department's representatives. The non-availability of a Union representative shall not serve as a reason to unduly delay the meeting. This representation shall not apply to informal and general discussions of Department operations and individual performance.

b) When disciplinary action is contemplated, the Board will give the CWA a copy of the preliminary charge prior to the interview with the employee.

5. Leave with pay of four (4) hours per month shall be permitted for CWA representatives and/or CWA officials required to leave their employ to conduct union business. This temporary leave shall be non-cumulative and therefore, shall not carry over to the following month. Any additional time taken by the CWA representatives and/or CWA officials for official business must be made up by either working on Saturdays and/or after normal weekday working hours at the pay rate of time and a half of standard pay.

6. Leave with pay shall not exceed five (5) days in any one (1) year for CWA representatives and/or CWA officials for the purpose of attending National or State conferences.

ARTICLE V

GRIEVANCE PROCEDURE

1. Definition :

A "grievance" within the meaning of the grievance procedure shall be defined as any difference or dispute between the Board and any employee covered by this Agreement with respect to the interpretation, application, or alleged violation of any of the provisions of this Agreement. A grievance to be considered under this procedure must be initiated by the employee within ten (10) working days from the time when the employee knew it should have known of its occurrence.

2. Procedure :

- a) Failure at any step of this proceeding to communicate the decision on a grievance within the specified time limits shall permit the aggrieved party to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be an acceptance of the decision rendered at that step.
- b) It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations until such grievance has been fully determined.
- c) Class action grievances shall be instituted at their appropriate step.

STEP ONE

Any employee who has a grievance shall discuss it first with his/her steward and foremen or other immediate supervisor in an attempt to resolve the matter informally at that level.

STEP TWO

If, as a result of the foregoing discussions, the matter is not resolved to the satisfaction of the employee within five (5) calendar days, it shall be discussed by the employee and shop steward with the Division Head in an effort to resolve the matter informally at that level.

STEP THREE

If as a result of the foregoing discussions, the matter is not resolved to the satisfaction of the employee within five (5) working days, he/she shall within said period set forth his/her grievance in writing to the Engineer and General Manager (Manager) specifying:

- a) the nature of the grievance;
- b) the nature and extent of the injury or loss or inconvenience ;
- c) the results of previous discussions;
- d) his/her dissatisfaction with decisions previously rendered.

Should no applicable agreement be reached within an additional five (5) working day period after the receipt of the written grievance by the Manager, the CWA may request a written decision with reasons, which decision shall be provided within ten (10) working days, and thereafter the matter may be referred to arbitration as set forth below by the Board or the CWA only. If the aggrieved is a permanent employee, he/she may, in lieu of arbitration, elect to pursue all remedies afforded by the provisions of the Civil Service Act.

STEP FOUR

(a) In the event that the grievance has not been satisfactorily resolved at Step Three, then arbitration may be brought only by the CWA. The CWA, through its designee, must file for arbitration within thirty (30) calendar days from the day the CWA received the Step Three decision, or from the date on which the Step Three decision was due, by mailing a written request for arbitration to the Public Employment Relations Commission and sending a copy to the Board. The written request shall specify the matter submitted to the Manager as specified above and the CWA's dissatisfaction with the decision previously rendered.

(b) Dismissal of or failure to continue the employment of a probationary employee shall not be deemed grievable or arbitrable.

(c) Arbitrators shall be selected on a case-by-case basis under the selection procedures of the Public Employment Relations Commission.

(d) The arbitrator shall conduct a hearing to determine the facts and render a decision in writing to the parties. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement or Laws of the State. He/she shall confine himself/herself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him/her, nor shall he/she submit observations or declaration of opinions which are not essential in

reaching the determination. The decision or award of the arbitrator shall be final and binding consistent with applicable law and this Agreement. In no event shall the same question or issue be the subject of arbitration more than once. The arbitrator may prescribe an appropriate back pay remedy what he/she finds a violation of this Agreement, provided such remedy is permitted by law and is consistent with the terms of this Agreement. The fees and expenses of the arbitrator and recording of the procedure shall be divided equally between the parties. Any other cost of this proceeding shall be borne by the party incurring the cost.

ARTICLE VI

MANAGEMENT'S RIGHTS AND RESPONSIBILITIES

It is recognized and agreed that the Board possesses the sole right and responsibility to operate the facilities and departments covered by this Agreement and that all management rights repose in it, except as same may be expressly qualified by the provisions of this Agreement. These rights include but are not limited to: selection and direction of its employees; to hire, promote, transfer, assign, and discharge, or take other disciplinary action against employees; to relieve employees from duties because of lack of work or for other legitimate reasons; to determine the amount of overtime to be worked; to maintain the efficiency of the government operations entrusted to it; to make reasonable and binding rules which shall not be inconsistent with this Agreement; to determine the methods, means and personnel by which such operations are to be conducted; to introduce new or improved methods or facilities; and to contract out for goods or services. It is agreed that the Board may take whatever actions may be necessary to carry out the mission of the facility or department in situations of emergency.

ARTICLE VII

SENIORITY

1. Whenever practicable, seniority shall prevail in connection with vacation schedules, shift assignments, sectional assignments or holiday work.
2. In the case of equal seniority, preference will be given to qualified veterans before non-veterans.
3. Seniority for all purposes is defined in accordance with New Jersey Department of Personnel Rules and Laws.
4. To the extent practicable and subject to the provisions contained in the New Jersey Department of Personnel Rules and Regulations, promotions to a higher grade shall be made from personnel serving in lower category who can demonstrate their qualifications for appointment. The employee's progress reports shall be reviewed and considered prior to the making of a promotional appointment.
5. Everything else being equal, seniority shall be taken as a consideration in granting promotion to jobs within the unit, and it is agreed that all temporary positions will be filled by the senior employee most qualified and able to do the work. The term "seniority" as used here is deemed to be continuous service as a regular employee, provided, that any interruption of such service by means of military service or of illness for which leave of absence or sick leave was granted shall be deemed continuous service. The transfer of any employee within the Board's employ shall not affect the continuity of service for the purposes of this paragraph.
6. Any newly employed employee within the bargaining unit shall be deemed a probationary employee following his/her regular appointment to a permanent position during his or her trial period of three (3) months. An employee may be disciplined or dismissed without recourse during the probationary period. Membership in the CWA shall not be cause for such discipline or discharge.
7. In the event of lay-offs of employees, an employee shall be laid off by job classification according to his/her seniority in such job classification, if all other factors, including satisfactory work and ability (as determined by the Board) are equal. The CWA shall be given notice of proposed layoffs and opportunity to discuss the layoffs with the Board or its designee.
8. In the event of recall, the order of lay-off described above shall be reversed. The last employee laid off in his/her job classification shall be the first one recalled for such class. Notice of recall shall be by certified or registered mail to the employee's last known address. Failure to answer a recall to work within seven (7)

calendar days of the date the employee is requested to report will be deemed as a resignation.

9. In connection with matters such as overtime, work assignments, shift assignments, sectional assignments or holiday work, the term "seniority" shall mean continuous service as a regular employee in the job title as set forth in Schedule "A" annexed hereto and made a part hereof. The Board shall maintain a seniority list of employees, copies of which shall be furnished to the CWA. The Board shall furnish to the CWA copies of any changes in the seniority list.

10. Overtime shall be assigned with each job title and, division in order of preference as set forth in the seniority list prepared by the Water Department and subject to the reasonable requirements of the Department and to the ability of the employee to do the job to be assigned. If an employee to whom an overtime assignment has been offered shall decline to accept that assignment, he/she will be deemed to have waived his/her preference and will not be entitled to any other overtime assignment until his/her turn is again reached. Any employee passed over for an overtime assignment for any other reason, including lack of ability to perform the job in question, will retain his/her preference on the seniority list for the balance of the term. It is expressly understood that nothing herein is deemed recognition of any right by any employee to refuse an overtime assignment in the event of emergency or similar need. Further, in non-emergency situations, should the list have been exhausted without sufficient acceptance for the overtime assignment, the Water Department may direct overtime work in its discretion.

ARTICLE VIII

NON-DISCRIMINATION

The Board and the CWA both agree that they shall not discriminate against any employee because of race, color, creed, religion, nationality, sex or CWA membership.

ARTICLE IX

JOB POSTING

All permanent vacancies and job openings shall be posted on the bulletin boards for a period of ten (10) working days prior to the filling of such vacancy or job opening.

ARTICLE X

SALARY INCREASE

1. (a) Effective July 1, 2003, all base salaries including the maximum, minimum and intermediate steps of the ranges shall be increased by three (3%) percent of the maximum of the present range.

(b) Effective July 1, 2004, all base salaries including the maximum, minimum and intermediate steps of the ranges shall be increased by three (3%) percent of the maximum of the present range.

(c) Effective July 1, 2005, all base salaries including the maximum, minimum and intermediate steps of the ranges shall be increased by three (3%) percent of the maximum of the present range.

2. (a) As of July 1, 2003 and every July 1 thereafter during the time period that the within contract remains in effect, all full-time employees will be entitled to receive their normal increment earned during the year, subject to the usual conditions accompanying said increments and the earning thereof.

(b) The CWA acknowledges that the amount of such increments represents an additional cost to the Board for salary increments.

3. The Board reserves the right to determine salary ranges in accordance with the above.

4. The Board agrees that if it adds new or amended titles to the units that are clearly not managerial, supervisory or confidential, it agrees that within thirty (30) days it will:

(a) Notify the CWA;

(b) Give a copy of any job specifications for the new or amended title to the CWA.

(c) Advise the CWA of the proposed hours of work, wages and other terms and conditions of employment established for the title.

The Board further agrees, if request by the CWA within thirty (30) days after notification to the CWA as provided above, to schedule a meeting to review whether or not the new or amended title should be included in the unit, and if so included, to negotiate any disputes which may exist regarding such negotiable issues as appropriate wage rates. It is the intention of the parties to reach mutual agreement on the inclusion of new or amended titles that appropriately belong to the unit without the necessity of institution of proceedings at PER C, and it is their further intention to use wage scales for

existing titles as a basis to determine the appropriateness of the wage rate established for such new or amended titles,

5. The Board and CWA acknowledges that employees working during the year ending June 30, 1996, were deferred two (2) weeks of their salary. The Board agrees to compensate those affected employees upon retirement for the two (2) weeks at the employee's prevailing rate at retirement, rather than at the employee's 1996 rate.

6. In the event of demotion in job title due to a layoff action initiated by the City, the following schedule will be utilized to determine monetary compensation for the demoted employee: Each employee will be demoted to the maximum step of the lower title.

No employee will gain additional compensation that would exceed the rate of pay prior to demotion. If the maximum salary in the demoted range exceeds the salary received prior to the layoff action, the employee will retain pre-layoff rate of pay.

ARTICLE XI

VACATIONS

1. Every probationary employee after a minimum period of three (3) consecutive months, and every permanent employee, shall be entitled to vacation according to the following schedules:

Paid working days of vacation for total time of service:

(a) Initial year of employment - one (1) working day for each month of paid service for the remainder of the calendar year following date of employment (probationary or permanent). A fraction of a month shall be considered as a full month for this provision;

(b) One (1) year to five (5) years, inclusive - twelve (12) working days of vacation per year;

(c) Six (6) years to (10) years, inclusive - fifteen (15) working days of vacation per year;

(d) Eleven (11) years to fifteen (15) years, inclusive - seventeen (17) working days of vacation per year;

(e) Sixteen (16) years to nineteen (19) years, inclusive - nineteen (19) working days of vacation per year;

(f) Twenty (20) years to twenty-four (24) years, inclusive - twenty-three (23) working days of vacation per year;

(g) Twenty-five (25) years and over - twenty-six (26) working days of vacation per year.

2. Vacations shall be taken at such times and for such term as the as the Board shall determine is in the best interests of the Water Department; provided, that where during any calendar year, following the initial year of hiring, an employee has not received vacation time to which he/she is entitled to because of pressure of Water Department business. In such case, vacation time shall accumulate and be granted no later than the end of the next succeeding calendar year.

3. On January 1 of the calendar year next succeeding the year in which his/her employment commenced, the employee will be deemed as having one (1) year of service for the purpose of determining his/her position on the vacation schedule.

ARTICLE XII

SAFETY EQUIPMENT AND CLOTHING

1. The Board will maintain existing safety apparel practices. The Board may require as a condition to issuance of safety apparel that the item to be replaced be turned for the new item of apparel. Safety equipment and clothing issued by the Board to employees must be worn by the employees at all times while in the course of their employment.

2. The Commission shall issue five (5) shirts, five (5) pair of pants, two (2) sweatshirts, one (1) winter coat or coverall, one (1) jacket and two (2) pair of boots per year to uniformed employees. One (1) overcoat or one (1) set of coveralls and one (1) baseball jacket shall be issued once every two (2) years. All employees who need safety shoes will be issued two (2) pairs of safety shoes annually or as required under established procedures. Additional clothing will be made available to the employees at the employees' sole cost and expense.

ARTICLE XIII

HOLIDAYS

1. The following days shall be paid holidays with pay to employees actively on the payroll at the time of the holiday.

New Year's Day
Martin Luther King Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day

Labor Day
Columbus Day
General Election Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

If a holiday falls on a Sunday, it shall be observed on the following Monday.
If one of the foregoing falls on a Saturday, it shall be observed on the preceding Friday.

2. ~~To receive holiday pay an employee must be on the active payroll and not on a leave of absence without pay.~~

ARTICLE XIV

SICK LEAVE

1. Existing sick leave practices will be maintained.

(a) The Board will provide information regarding Lyme Disease Prevention to those interested Water Reserve employees who request it from the Board.

2. On or about July 1 and September 1 of each year, the accumulated sick time and vacation time remaining to employees on such dates will be posted. If feasible, it is intended that this information will appear on the employee's pay stubs.

3. After an employee has utilized all his/her earned accumulated sick leave, an additional special sick leave of absence with pay or part pay not to exceed one (1) year's duration may be granted, upon recommendation of the Manager (Water Engineer) and with the approval of the Board by resolution, to any permanent employee disabled either through injury or illness not as a result of or arising from his or her respective employment, where the employee's disability is of such severity and duration that he or she will require such extended special sick leave. The Manager (Water Engineer) shall make such recommendation only after presentation of satisfactory evidence of the nature of disability and of its severity and duration, and after considering factors showing good reasons for such special leave, including, among other things, the length of service of the employee, the employee's performance on the job, and the absence of any continued prior abuse of sick leave on the part of the employee. The recommendation of the Manager (Water Engineer) when made and the final decision of the Board shall be delivered to the CWA within five (5) days after the date of such recommendation or final decision.

4. Supplemental Compensation upon Retirement

(a) Each employee shall be entitled, upon retirement for service and age or disability from a state administered retirement system, to receive a lump sum payment for earned and unused accumulated sick leave which is credited to him or her on the effective date of his or her retirement in the manner and to the extent provided for herein. An employee who elects a deferred retirement benefit shall not be eligible for supplemental compensation payment. Only employees who have accumulated sick leave days of one hundred (100) or more shall be entitled as of right to receive the lump sum payment provided for in this Agreement.

(b) Such supplemental compensation payment shall be computed at the rate of one-half ($\frac{1}{2}$) of the eligible employee's daily rate pay for each day of earned and unused accumulated sick leave, based upon the employee's average annual compensation received during the last year of his/ her employment prior to the effective date of his/her retirement.

(c) The lump sum supplemental compensation provided for accumulated sick days shall in no way affect, increase or decrease any pensions or retirement benefits to such retired employee.

(d) An employee who incurs a separation in service for any reason except that due to temporary lay-off shall have his/her accumulated sick leave computed only from the date of return to employment.

(e) Notice of intention to claim the benefits provided herein must be made in writing to the Board on or before November 1 of the year prior to retirement. In the event an employee fails to give notice by November 1 for the reason that such employee has not at that time determined to retire, but subsequently, due to some unforeseen reason such employee is compelled to retire, the employee shall give notice of the condition causing the retirement as soon as possible. In the event such employee demonstrated valid reason to waive the November 1 notice date, he/she will receive the benefit provided for. The Board, however, may defer payment of all or part of the benefit to the year following the retirement.

5. Donated Leave Program for Catastrophic Illnesses:

The Board shall support the implementation and administration of a Donated Leave Program whereby employees would donate a portion of their earned sick and/or vacation time to other employees who have exhausted their own earned leave time. However, it shall be the Union's full responsibility to implement, administer, manage and set the terms for such Program.

ARTICLE XV

CALL-IN PAY

1. An employee called in to work outside his/her regularly scheduled hours shall be guaranteed for (4) hours work at his/her regular straight time pay rate. However, if an employee works beyond the four (4) hours, the rate of pay will be increased to time and one-half, the regular rate of pay from the first hour. If the employee works beyond the seventh hour, the rate of pay will be two times the regular rate of pay from the eighth hour.

2. The call-in provisions shall not apply when an employee is notified during his/her working hours to report to work outside his/her regularly scheduled hours or when an employee is scheduled in advance to work at an assignment outside of his/her normal tour of duty, or where an employee is called to report early for his/her regular shift.

ARTICLE XVI

TEMPORARY LEAVES WITH PAY

1. (a) Permanent employees covered by this Agreement shall be entitled to receive three (3) days leave of absence with pay during the contract year to attend to necessary personal business.

(b) Requests for such leave must be filed, except for emergencies, with the Board at least forty-eight (48) hours prior to the requested day on a form prescribed by the Board. All leaves shall be approved by the Manager and then by the Board. No personal leave day with pay shall be granted immediately before or after any holiday and the granting of any personal leave day shall be subject to scheduling requirements of the Water Department as determined by the Manager.

(c) Any personal leave day not used by an employee shall not accumulate from year to year.

(d) An employee will be entitled to request and receive, on one (1) week's notice, one (1) additional temporary leave day per year, during his/her regular work week, nor chargeable to sick leave, to attend to personal business, provided said day is at no cost to the Board.

2. (a) Leave with pay not to exceed five (5) days shall be permitted where such absence is due to and necessitated by death of spouse, or parent or child of the employee, and with pay not to exceed three (3) days shall be permitted where such absence is due to and necessitated by death of another member of the immediate family of the employee. This leave must be taken in close proximity to the date of the death of the spouse, parent or child, or other member of the immediate family.

(b) The term "other member of the immediate family" utilized herein shall mean brother, sister, mother-in-law or father-in-law, wherever residing, or other near relative residing with the employee as part of a common household.

(c) Leave with pay of one (1) day shall be permitted where such absence is due to and necessitated by death of a grandparent of the employee, provided that in the discretion of the Manager, leave with pay for such purpose may be extended to a total of three (3) days where necessitated by distance. This leave must be taken in close proximity to the date of death of the grandparent and is intended to be for the purpose of attending the funeral and/or making funeral arrangements, as is the leave provided for a Paragraph 2(a) above.

ARTICLE XVII

OVERTIME

1. Except as hereinafter provided, existing overtime pay practices will be maintained.
2. Whenever an employee of the Water Department works more than eight (8) hours in any single twenty-four (24) hour period, he/she shall receive pay for the hours worked in excess of eight (8) hours at the overtime rate applicable.
3. Employees, regularly schedule to work, who actually work on holidays referred to in Article XIII, will be compensated at the rate of time and one-half.

ARTICLE XVIII

SHIFT PAY DIFFERENTIAL

1. Those employees of the Board who are regularly assigned to the second shift (4:00 p.m. to midnight) shall receive seven and one-half percent (7½%) shift differential over and above the employee's salary for all hours worked on such shift.
2. Those employees of the Board who are regularly assigned to the third shift (11:00 p.m. to 7:00 a.m. or midnight to 8:00 a.m.) shall receive a ten percent (10%) shift differential over and above the employee's salary for all hours worked on such shift.

ARTICLE XIX

STRIKES AND LOCK-OUT

It is agreed that the CWA and the employees, or either of them, shall not call or engage in a strike or threats thereof for any cause whatsoever, nor shall the CWA or any of its employees cause or participate in any cessation of work, a slowdown, work stoppage or interference of any kind with the Board's operations, and the Board shall not institute a lock-out.

ARTICLE XX

EFFECTIVE LAWS

The Board and the CWA understand and agree that all provisions of this Agreement are subject to law. In the event that any provisions of this Agreement shall be rendered illegal or invalid under any applicable law or regulation, such illegality or invalidity shall affect only the particular provision concerned, which shall be deemed of no force and effect, but shall not affect the remaining provisions of this Agreement.

ARTICLE XXI

WORK OF A HIGHER TITLE

In the event any employee is assigned temporarily for a period of over (1) month to a higher title and higher pay position, the Board agrees to file a CS 6 Form in accordance with New Jersey Department of Personnel Rules and Regulations.

ARTICLE XXII

BULLETIN BOARDS

The CWA shall be permitted to use any space then available on the existing Bulletin Board in each Department for the posting of notices as to CWA meetings. Copies of such material shall be given to the Department Head or Manager prior to posting for his or her approval.

ARTICLE XXIII

DENTAL INSURANCE

1. The Board agrees to continue the Delta dental care insurance program presently in effect with the City of East Orange, or to institute one which is equal or better. The Board shall pay for the cost of the premiums for the individual employee and his/her spouse, if any. The Board will consult with the CWA prior to making any changes in the insurance carrier or the insurance program.

2. Effective January 1, 1986, the Board will institute a full-family dental care insurance program at least equivalent to the benefits provided by the Unity Dental Family Plan currently in effect in the City, and pay the cost of the premiums for the full family program.

ARTICLE XXIV

DISABILITY INSURANCE

1. Effective July 1, 1986, the Board agrees to institute a disability insurance program for employees, at least equivalent to the State Program, and pay the cost of the premiums. The Board will consult with the CWA prior to making any change in the insurance carrier or the insurance program.

ARTICLE XXV

LONGEVITY

1. All employees currently employed as of March 22, 2004, shall be paid longevity payments as follows:

4 years of completed service	-	3% of base salary
8 years of completed service	-	6% of base salary
12 years of completed service	-	9% of base salary
16 years of completed service	-	12% of base salary
20 years of completed service	-	15% of base salary
24 years of completed service	-	18% of base salary

2. All employees hired after March 22, 2004, in lieu of the current program, shall receive longevity pursuant to the following formula:

10 years of completed service	-	2% of base salary
15 years of completed service	-	4% of base salary
20 years of completed service	-	6% of base salary
25 years of completed service	-	8% of base salary
30 years of completed service	-	10% of base salary

3. The longevity payments herein are to be considered part of remuneration for pension purposes, but not for other purposes, e.g., overtime or holiday pay.

4. Longevity payments shall be determined on the basis of the hereinabove schedule each year as of January 1 and July 1 and computed on the amount of the base salary paid to each employee for said year as fixed and determined in accordance with the annual salary resolution. Longevity payments to each employee paid on an hourly basis shall be computed each pay period and computed on the hourly rate during said year as fixed by the annual salary regulations.

5. "Service" as used herein is determined to be continuous as a regular employee, provided that any of the following shall not affect the continuity of service for the purpose of this schedule:

- (a) Military service;
- (b) Illness for which leave of absence or sick leave was granted with pay;
- (c) Temporary, involuntary separation from employment with the City within a one-year period.

6. Leave of Absence without Pay:

Any leave of absence without pay initiated at the request of the employee shall not be computed as a part of said five (5) years' continuous service. However, the periods of employment immediately proceeding and immediately subsequent to such leave or leaves of absence shall be considered to be continuous service.

7. Resignation and Subsequent Re-employment :

In the event of resignation of an employee and subsequent re-employment of said employee by the City, all periods of employment prior to the re-employment of said employee shall, after five (5) years of continuous service of such employee in computing the longevity pay to which such employee shall be entitled.

ARTICLE XXVI

UNION SECURITY

1. Any employee who is not a member to the Union shall pay a representation fee in lieu of dues for services rendered by the Union. Such representation fee shall be paid and administered pursuant to the requirements of New Jersey law, and in no event shall representation fee exceed the legal maximum allowance percentage of the regular membership dues, fees and assessments. Membership in the Union is available to all employees on an equal basis, and the Union has established and maintains 2(c) and 3 of the Act. The payroll deductions for such representation's fee shall be made pursuant to the procedure applicable by the Board to salary deductions.

The Union agrees to indemnify and save the Board harmless from any damages or expenses, including attorneys' fees, which may be incurred by the Board as the result of claims made by any employee relating to this paragraph and any payroll deductions made hereunder, provided that:

(a) The Board gives the Union timely notice in writing of any claim, demand, suit or other form of liability in regard to which it will seek to implement this paragraph; and

(b) If the Union so requests in writing, the Board will surrender to it full responsibility for the defense of such claim, demand, suit or other form of liability, and will cooperate fully with the Union in the defense of the claim.

ARTICLE XXVII

CO-PAY PRESCRIPTION PLAN

1. Effective January 1, 1997, health care providers are offering Prescription plans to all employees and reimbursement for prescription medicines shall be via these Plans.

2. Reimbursement will be only for that part of the prescription payment not covered by other insurance presently supplied by the Board. The employee shall be reimbursed for the difference between the amount paid for the prescription, less the amount eligible under other Board insurance, less \$2.00 per prescription refill. Reimbursement will be paid semi-annual, except in cases of extreme hardship. The employee shall be responsible for filing all insurance claims and submitting all necessary documents and receipts to the Board prior to receiving reimbursement.

ARTICLE XXVIII

EYECARE

1. Effective upon execution of this agreement, employees and members of their immediate family covered by the employee medical benefits program will be entitled to one ophthalmological examination per year by a Board-designated ophthalmologist and payable by the Board, up to a fee cap of \$300 per year. The Board will arrange for examination periodically during the course of the year, and employees wishing to utilize this benefit will be scheduled for examination by the Board.

2. No employee will be compensated for the time taken for this examination. Employees will be paid their regular wages for examinations during their regular work week. Any and all follow-up examinations deemed necessary shall be at the expense of the employee through either the Board-designated ophthalmologist or his own.

3. Also effective upon execution of the Agreement employees shall be qualified for and participate in the Group Vision Care Program.

ARTICLE XXIX

POST-RETIREMENT HEALTH CARE PLAN

The Post-Retirement Health Care Plan adopted by this Agreement shall be the same plan which is agreed to between the Communications Workers of America (CWA) and the City of East Orange.

ARTICLE XXX

HEALTH INSURANCE

1. The parties agree to cooperate in the furtherance of health care plan that is applicable to all of the bargaining units, including health retirement benefits.

2. If the cooperative healthcare plan fails to materialize with the other bargaining units, the Board shall reopen and/or continue negotiation with this bargaining unit as it relates to these improved health care, dental insurance plans, and health retirement benefits.

3. The Board agrees to continue pay full health insurance coverage under Blue Cross and Blue Shield of New Jersey; the current health and prescription programs will continue as is and the Board will not require additional contributions. The Board shall pay for the cost of premiums for the individual employee and dependents, including his/her spouse, if any. The Board will consult with the Union prior to making any change in the insurance carrier or the insurance program.

The AFLAC Plan will be adopted and the parties agree that the Board will offer a payment for employees who annually elect to waive health insurance coverage in the following annual amounts:

Family	\$3500.00
Husband/Wife	\$3000.00
Parent/Child	\$2000.00
Single	\$1500.00

The amounts will be paid twice per year in July and December. Waiver of health benefits is intended only for employees who have health insurance through another source.

4. Those employees who choose to retire with twenty (20) or more years of service will receive a Point of Service/HMO Plan, which includes a prescription plan. This service will include a fifty (50%) percent contribution from the Board of East Orange.

5. These health benefits begin automatically after the employee has worked for the Board three (3) full months. The Administration Office should be immediately advised of any changes in marital or family status.

6. If available from the insurance carrier(s), all employees shall be given booklets for all health benefits.

ARTICLE XXXI

SUCCESSORS AND ASSIGNS

In the event of privatization by the Board, whereby the within contract is assigned, the contract shall remain in full force and effect and shall not be voided or amended by the successor/assignee as permitted by law.

ARTICLE XXXII

TUITION REIMBURSEMENT

Any employee who receives approval from the Board to enroll in a college course(s) which is/are related to the individual's employment with the Board, shall be entitled to reimbursement of the cost of tuition and required books, upon the following conditions:

(a) The employee successfully completes the course(s) and receives no less than a letter grade of "B" or its equivalent.

(b) The employee remains employed by the Board for a period of at least one (1) year following the successful completion of the course(s). If the employee is no longer employed by the Board at the end of the one (1) year period, the employee must reimburse the Board all monies expended by the Board in connection with the college courses.

(c) The maximum benefit permitted by the Board shall be one thousand (\$1,000) dollars per semester with an overall maximum benefit amount of eight thousand (\$8,000) dollars per employee.

ARTICLE XXXIII

MISCELLANEOUS

1. The Board agrees to make reasonable efforts to provide and maintain a healthful and safe working environment.

2. (a) A personnel record file shall be kept by the Board for each employee, in which shall be retained a copy of all forms sent to the New Jersey Department of Personnel, all resolutions of the Board especially relevant to the particular position or employee (other than general salary ordinances and resolutions), employee's progress reports and employee's submittals, records of disciplinary proceeding and such information as is available pertaining to overtime, Tardiness, sick leave, vacation information and promotional recommendations.

(b) In an action against an employee, this file will be the only one utilized. All documents to be used in such action shall be signed by the employee indicating that he/she is aware of the documents being made a part of his/her personnel file.

ARTICLE XXXIII

TERM OF AGREEMENT

1. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time the negotiated or executed this Agreement.

2. The term of this Agreement shall be from July 1, 2003 through June 30, 2006. If either party wishes to terminate, amend or otherwise modify the terms and conditions set forth herein at the time of expiration, it must notify the other party in writing not less than sixty (60) days prior to such expiration date.

3. This Agreement shall remain in full force and effect on a day to day basis during the collective negotiations between the parties extending beyond the date of expiration set forth herein, unless and until either party services the other with written notice of termination by registered or certified mail, R.R.R. in which event the Agreement shall terminate five (5) days following receipt of such notice.

4. **IN WITNESS WHEREOF**, the parties have by their duly authorized representatives executed this Agreement as of the day and year first above written.

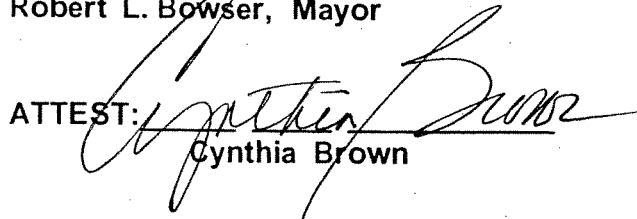
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO :


Gladys Finnigan

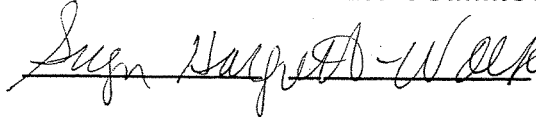

Kelly Fields

THE CITY OF EAST ORANGE


Robert L. Bowser, Mayor

ATTEST: 
Cynthia Brown

EAST ORANGE WATER COMMISSION:



DATED: July 14, 2005

DATED: ^{Aug.} ~~July~~ 2, 2005

SCHEDULE "A"

Account Clerk
Administrative Assistant (part-time)
Administrative Analytical 3-DP
Assistant Administrative Analyst
Assistant Supervisor Water Meter Repair
Assistant Supervisor Water Repair
Assistant Water Superintendent
Assistant Water Meter Repair/Reader
Building Maintenance Worker/Security Guard
Cashier
Clerk
Clerk Stock
Clerk Typist
Computer Operations Technician
Computer Operator Assistant - Trainee
Coordinator, System Analyst & Development
Customer Service Representative
Customer Service Rep/Cashier Senior
Data Processor Technician
Data Processor Technician - Trainee
Garage Attendant
General Supervisor Water
Heavy Equipment Operator
Laborer
Laborer Summer
Maintenance Repairer Carpenter
Maintenance Repairer
Maintenance Security
Payroll Clerk (part time)
Principal Account Clerk
Principal Engineer Aide
Provisional Purchasing Assistant
Pumping Station Attendant
Pumping Station Operator
Pumping Station Repairer
Purchasing Agent (part-time)
Senior Account Clerk
Senior Building Maintenance Worker
Senior Cashier
Senior Clerk
Senior Clerk Stock
Senior Clerk Typist
Senior Customer Service Representative

Senior Payroll Clerk
Senior Pumping Station Operator
Senior Pumping Station Repairer
Senior Maintenance Repairer
Senior Water Inspector
Senior Water Meter Repair/Reader
Senior Water Treatment Plant Operator
Stock Clerk
Temporary Student
Water Inspector
Water Meter Repair/Reader
Water Meter Representative/Reader
Water Repairer
Water Treatment Plant Operator

SCHEDULE "B"

Range Table July 1, 2003 – June 30, 2004

Guide/Step	Union	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7	CWA	\$65,280.09	\$66,456.33	\$67,632.57	\$68,808.80		
8	CWA	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89		
9	CWA	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
10	CWA	\$44,887.80	\$45,829.27	\$46,770.27	\$47,711.26		
11	CWA	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71		
12	CWA	\$33,422.47	\$34,425.14	\$35,457.89	\$36,521.64	\$37,617.29	\$38,745.80
13	CWA	\$29,355.00	n/a	n/a	n/a	n/a	n/a
14	CWA	\$27,295.00	\$28,731.85	\$28,957.42	\$29,825.71	\$30,720.78	\$31,641.60
15	CWA	\$25,750.00	n/a	n/a	n/a	n/a	n/a
16	open						
17	open						
18							
19	Per/Hour	\$6.18	\$8.24	\$10.30	\$12.36	\$14.42	\$16.48
20							
Account Clerk		\$33,423.04	\$33,968.21	\$34,513.37	\$35,058.54	\$35,603.71	\$36,149.47
Customer Service Representative	CWA	\$32,647.79	\$33,580.58	\$34,513.37	\$35,446.16	\$36,378.96	\$37,311.75
Supervisor of Accounts	CWA	\$47,430.50	\$48,853.41	\$50,319.01	\$51,828.57		
Asst. Admin. Analyst	CWA	\$64,229.51	\$65,242.26	\$66,255.01	\$67,267.76	\$68,280.50	\$69,293.25

Range Table July 1, 2003 – June 30, 2004 (cont'd)

Administration & Clerical	Union	Guide	Step	Step	Step	Step	Step	Step
			1	2	3	4	5	6
Account Clerk	CWA	Clerk 2001	\$33,423.04	\$33,968.21	\$34,513.37	\$35,058.54	\$35,603.71	\$36,149.47
Senior Account Clerk	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89		
Principal Account Clerk	CWA	7	\$65,280.09	\$66,456.33	\$67,632.57	\$68,808.80		
Clerk	CWA	11	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71		
Senior Clerk	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
Clerk/Typist	CWA	11	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71		
Senior Clerk/Typist	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
Clerk/Payroll	CWA	11	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71		
Senior Clerk/Payroll	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
Clerk/Stock	CWA	11	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71		
Senior Clerk/Stock	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
Customer Service Rep.	CWA	CSR	\$32,647.79	\$33,580.58	\$34,513.37	\$35,446.16	\$36,378.96	\$37,311.75
Senior Customer Serv. Rep.	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89		
Cashier	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
Senior Cashier	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89		
Computer Operator Assistant - Trainee	CWA	15	\$25,750.00	n/a	n/a	n/a	n/a	n/a
Computer Operator Assistant	CWA	14	\$27,295.00	\$28,731.85	\$28,957.42	\$29,825.71	\$30,720.78	\$31,641.60
Data Processor	CWA	13	\$29,355.00	n/a	n/a	n/a	n/a	n/a

Technician								
Trainee								
Data Processor	CWA	12	\$33,422.47	\$34,425.14	\$35,457.89	\$36,521.64	\$37,617.29	\$38,745.80
Technician								
Admin.								
Analytical 3-DP	CWA	11	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71		

Range Table July 1, 2003 - June 30, 2004 (cont'd)

Title	Union	Guide	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
MIS Spec.	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
Assistant Purchasing Agent	CWA	10	\$44,887.80	\$45,829.27	\$46,770.27	\$47,711.26		
Supervisor of Accounts Assistant	CWA	SOA	\$47,430.50	\$48,853.42	\$50,319.01	\$51,828.57		
Admin. Analyst	CWA	Admin An.	\$64,229.51	\$65,242.26	\$66,255.01	\$67,267.76	\$68,280.50	
Operations								
Principal Engineer Aide Water	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89		
Treatment Plant Oper. Sr. Water	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
Treatment Plant Operator Pumping	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89		
Station Oper. Senior	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75		
Pumping Station Operator	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89		
Building Maintenance Worker	CWA	11	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71		
Senior Building Maintenance Worker	CWA	10	\$44,888.29	\$45,829.27	\$46,770.27	\$47,711.26		

Heavy Equipment Oper.	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89
Maintenance Repair Senior	CWA	10	\$44,887.80	\$45,829.27	\$46,770.27	\$47,711.26
Maintenance Repair	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75
Laborer Garage Attendant	CWA	11	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71
Water Repairer	CWA	10	\$44,887.80	\$45,829.27	\$46,770.27	\$47,711.26
Senior Water Repairer	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89
Assist. Spvr Water Repair Asst.	CWA	7	\$65,280.09	\$66,456.33	\$67,632.57	\$68,808.80
Supervisor Water Meter Repair	CWA	7	\$65,280.09	\$66,456.33	\$67,632.57	\$68,808.80
Sr. Water Meter Repair/Reader	CWA	9	\$52,130.67	\$52,954.03	\$53,777.40	\$54,600.75
Water Meter Repair/Reader	CWA	10	\$44,887.80	\$45,829.27	\$46,770.27	\$47,711.26
Asst. Water Meter Repair/Reader	CWA	11	\$36,746.00	\$37,922.23	\$39,098.47	\$40,274.71
Water Inspector	CWA	8	\$59,758.79	\$60,582.15	\$61,405.52	\$62,228.89
Senior Water Inspector	CWA	7	\$65,280.09	\$66,456.33	\$67,632.57	\$68,808.80

SCHEDULE "B" (cont'd)

Range Table July 1, 2005 – July 30, 2006

Guide/Step	Union	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
7	CWA	\$67,238.49	\$68,450.02	\$69,661.55	\$70,873.06		
8	CWA	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76		
9	CWA	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
10	CWA	\$46,234.43	\$47,204.15	\$48,173.38	\$49,142.60		
11	CWA	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95		
12	CWA	\$34,425.14	\$35,457.89	\$36,521.63	\$37,617.29	\$38,745.81	\$39,908.17
13	CWA	\$30,235.65	n/a	n/a	n/a	n/a	n/a
14	CWA	\$28,113.85	\$29,593.81	\$29,826.14	\$30,720.48	\$31,642.40	\$32,590.85
15	CWA	\$26,522.50	n/a	n/a	n/a	n/a	n/a
16	open						
17	open						
18							
19	Per/Hour	\$6.37	\$8.49	\$10.61	\$12.73	\$14.85	\$16.97
20							
Account Clerk		\$34,425.73	\$34,987.26	\$3,548.77	\$36,110.30	\$36,671.83	\$37,233.85
Customer Service Representative	CWA	\$33,627.22	\$34,587.99	\$35,548.77	\$36,509.55	\$37,470.33	\$38,431.10
Supervisor of Accounts	CWA	\$48,853.41	\$50,319.01	\$51,828.57	\$53,383.43		
Asst. Admin. Analyst	CWA	\$66,156.40	\$67,199.53	\$68,242.66	\$69,285.79	\$70,328.92	\$71,372.05

Range Table July 1, 2005 – June 30, 2006 (cont'd)

Title	Union	Guide	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administration & Clerical								
Account Clerk	CWA	Clerk 2001	\$34,425.73	\$34,987.26	\$35,548.77	\$36,110.30	\$36,671.82	\$37,233.95
Senior Account Clerk	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76		
Principal Account Clerk	CWA	7	\$67,238.49	\$68,450.02	\$69,661.55	\$70,873.06		
Clerk	CWA	11	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95		
Senior Clerk	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
Clerk/Typist	CWA	11	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95		
Senior Clerk/Typist	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
Clerk/Payroll	CWA	11	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95		
Senior Clerk/Payroll	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
Clerk/Stock	CWA	11	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95		
Senior Clerk/Stock	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
Customer Service Rep.	CWA	CSR	\$33,627.22	\$34,587.99	\$35,548.77	\$36,509.55	\$37,470.33	\$38,431.10
Senior Customer Serv. Rep.	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76		
Cashier	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
Senior Cashier	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76		
Computer Oper. Assistant - Trainee	CWA	15	\$26,522.50	n/a	n/a	n/a	n/a	n/a
Computer Operator Assistant	CWA	14	\$28,113.85	\$29,593.81	\$29,826.14	\$30,720.48	\$31,642.40	\$32,590.85

Data Processor Technician Trainee	CWA	13	\$30,235.65	n/a	n/a	n/a	n/a	n/a
Data Processor Technician Admin.	CWA	12	\$34,425.14	\$35,457.89	\$36,521.63	\$37,617.29	\$38,745.81	\$39,908.17
Admin. Analytical 3-DP	CWA	11	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95		

Range Table July 1, 2005 – June 30, 2006 (cont'd)

<u>Title</u>	<u>Union</u>	<u>Salary</u> <u>Guide</u>	<u>Step</u> <u>1</u>	<u>Step</u> <u>2</u>	<u>Step</u> <u>3</u>	<u>Step</u> <u>4</u>	<u>Step</u> <u>5</u>	<u>Step</u> <u>6</u>
MIS Spec. Assistant	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
Purchasing Agent	CWA	10	\$46,234.43	\$47,204.15	\$48,173.38	\$49,142.60		
Supervisor of Accounts Assistant	CWA	SOA	\$48,853.41	\$50,319.01	\$51,828.57	\$53,383.43		
Admin. Analyst	CWA	Admin An.	\$66,156.40	\$67,199.53	\$68,242.66	\$69,285.79	\$70,328.92	\$71,372.05
Operations								
Principal Engineer Aide Water	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76		
Treatment Plant Operator	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
Senior Water Treatment Plant Operator	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76		
Pumping Station Operator	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78		
Senior Pumping Station Operator	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76		
Building Maintenance Worker	CWA	11	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95		
Sr. Building Maintenance Worker	CWA	10	\$46,234.94	\$47,204.15	\$48,173.38	\$49,142.60		

Heavy Equipment Operator	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76
Maintenance Repair Senior	CWA	10	\$46,234.43	\$47,204.15	\$48,173.38	\$49,142.60
Maintenance Repair	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78
Laborer Garage Attendant	CWA	11	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95
Water Repairer	CWA	10	\$46,234.43	\$47,204.15	\$48,173.38	\$49,142.60
Senior Water Repairer	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76
Assistant Supervisor Water Repair Asst.	CWA	7	\$67,238.49	\$68,450.02	\$69,661.55	\$70,873.06
Supervisor Water Meter Repair	CWA	7	\$67,238.49	\$68,450.02	\$69,661.55	\$70,873.06
Sr. Water Meter Repair/Reader	CWA	9	\$53,694.59	\$54,542.65	\$55,390.72	\$56,238.78
Water Meter Repair/Reader	CWA	10	\$46,234.43	\$47,204.15	\$48,173.38	\$49,142.60
Asst. Water Meter Repair/Reader	CWA	11	\$37,848.38	\$39,059.90	\$40,271.42	\$41,482.95
Water Inspector	CWA	8	\$61,551.55	\$62,399.61	\$63,247.69	\$64,095.76
Senior Water Inspector	CWA	7	\$67,238.49	\$68,450.02	\$69,661.55	\$70,873.06

SCHEDULE "B" (cont'd)

Range Table July 1, 2006 – June 30, 2007

Title	Union	Guide	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Guide/Step	Union		1	2	3	4	5	6
7	CWA		\$69,255.64	\$70,503.52	\$71,751.40	\$72,999.25		
8	CWA		\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63		
9	CWA		\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
10	CWA		\$47,621.46	\$48,620.27	\$49,618.58	\$50,616.88		
11	CWA		\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44		
12	CWA		\$35,457.89	\$36,521.63	\$37,617.28	\$38,745.81	\$39,908.18	\$41,105.42
13	CWA		\$31,142.72	n/a	n/a	n/a	n/a	n/a
14	CWA		\$28,957.27	\$30,481.62	\$30,720.92	\$31,642.09	\$32,591.67	\$33,568.58
15	CWA		\$27,318.18	n/a	n/a	n/a	n/a	n/a
16	open							
17	open							
18								
19	Per/Hour		\$6.56	\$8.74	\$10.93	\$13.11	\$15.30	\$17.48
20								
Account Clerk			\$35,458.50	\$36,036.88	\$36,615.23	\$37,193.61	\$37,771.98	\$38,350.97
Customer Service Representative	CWA		\$34,636.04	\$35,625.63	\$36,615.23	\$37,604.84	\$38,594.44	\$39,584.03
Supervisor of Accounts	CWA		\$50,319.01	\$51,828.57	\$53,383.43	\$54,984.93		
Asst. Admin. Analyst	CWA		\$68,141.09	\$69,215.52	\$70,289.94	\$71,364.36	\$72,438.79	\$73,513.21

Range Table July 1, 2006 – June 30, 2007 (cont'd)

Title	Union	Guide	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Administration & Clerical								
Account Clerk	CWA	Clerk 2001	\$35,458.50	\$36,036.88	\$36,615.23	\$37,193.61	\$37,771.97	\$38,350.97
Senior Account Clerk	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63		
Principal Account Clerk	CWA	7	\$69,255.64	\$70,503.52	\$71,751.40	\$72,999.25		
Clerk	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44		
Senior Clerk	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
Clerk/Typist	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44		
Senior Clerk/Typist	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
Clerk/Payroll	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44		
Senior Clerk/Payroll	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
Clerk/Stock	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44		
Senior Clerk/Stock	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
Customer Service Rep.	CWA	CSR	\$34,636.04	\$35,625.63	\$36,615.23	\$37,604.84	\$38,594.44	\$39,584.03
Senior Customer Serv. Rep.	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63		
Cashier	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
Senior Cashier	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63		
Computer Operator Assistant - Trainee	CWA	15	\$27,318.18	n/a	n/a	n/a	n/a	n/a

Computer Operator Assistant	CWA	14	\$28,957.27	\$30,481.62	\$30,720.92	\$31,642.09	\$32,591.67	\$33,568.58
Data Processor Technician Trainee	CWA	13	\$31,142.72	n/a	n/a	n/a	n/a	n/a
Data Processor Technician Admin.	CWA	12	\$35,457.89	\$36,521.63	\$37,617.28	\$38,745.81	\$39,908.18	\$41,105.42
Analytical 3-DP	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44		

Range Table July 1, 2006 – June 30, 2007 (cont'd)

Title	Union	Guide	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
MIS Spec. Assistant Purchasing Agent	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
Supervisor of Accounts Assistant Admin. Analyst	CWA	10	\$47,621.46	\$48,620.27	\$49,618.58	\$50,616.88		
	CWA	SOA	\$50,319.01	\$51,828.57	\$53,383.43	\$54,984.93		
	CWA	Admin An.	\$68,141.09	\$69,215.52	\$70,289.94	\$71,364.36	\$72,438.79	\$73,513.21
Operations								
Principal Engineer Aide Water Treatment Plant Operator Senior Water Treatment Plant Operator Pumping Station Operator Senior Pumping Station Operator Building Maintenance Worker Senior Building Maintenance Worker	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63		
	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63		
	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94		
	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63		
	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44		
	CWA	10	\$47,621.99	\$48,620.27	\$49,618.58	\$50,616.88		

Heavy Equipment Operator	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63
Maintenance Repair	CWA	10	\$47,621.46	\$48,620.27	\$49,618.58	\$50,616.88
Senior Maintenance Repair	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94
Laborer Garage	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44
Attendant Water	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44
Repairer Senior Water	CWA	10	\$47,621.46	\$48,620.27	\$49,618.58	\$50,616.88
Repairer Assistant Supervisor	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63
Water Repair Asst. Supervisor	CWA	7	\$69,255.64	\$70,503.52	\$71,751.40	\$72,999.25
Water Meter Repair	CWA	7	\$69,255.64	\$70,503.52	\$71,751.40	\$72,999.25
Sr. Water Meter Repair/Reader	CWA	9	\$55,305.43	\$56,178.93	\$57,052.44	\$57,925.94
Water Meter Repair/Reader	CWA	10	\$47,621.46	\$48,620.27	\$49,618.58	\$50,616.88
Asst. Water Meter Repair/Reader	CWA	11	\$38,983.83	\$40,231.70	\$41,479.56	\$42,727.44
Water Inspector	CWA	8	\$63,398.10	\$64,271.60	\$65,145.12	\$66,018.63
Senior Water Inspector	CWA	7	\$69,255.64	\$70,503.52	\$71,751.40	\$72,999.25

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