

Contract no. 603

INSTITUTE FOR LABOR RELATIONS

RUTGERS UNIVERSITY

1989-91 PASSAIC COUNTY JUDICIAL EMPLOYEES' COLLECTIVE AGREEMENT

COPY
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JAN 11 1990
PASSAIC COUNTY
WILLIAM L. KATTAK
CLERK

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1989-91 Passaic County Judicial Employees' Collective Agreement

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ARTICLE I - Recognition

The Assignment Judge hereby recognizes the Office and Professional Employees International Union, Local 153, AFL-CIO (hereafter referred to as the "Union") as the exclusive representative for the purpose of collective negotiations for all terms and conditions of employment for those employees covered by this Agreement. Included are: all clerical and administrative employees employed by the Judiciary in the Passaic County Vicinage including employees in the the following offices: Superior Court, Superior Court (Family Part), Superior Court (Special Civil Part), Probation Department, Jury Commission, Law Library, Surrogate's Office and County Clerk-Judicial Function. Excluded from the negotiations unit are all employees of the County of Passaic in its non-judicial offices, probation officers, confidential employees, managerial executives, police, craft, professional and supervisory employees within the meaning of the Act and as consistent with Judiciary policies.

ARTICLE II - Preamble

The purpose of this Agreement is the promotion of harmonious relations between the parties; the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of wages, hours of work and other terms and conditions of employment.

ARTICLE III - Management Rights and Responsibilities

Section 1

In order to effectively administer the affairs of the Judiciary and to properly serve the Public, the Court hereby reserves and retains unto itself, as employer, all the powers, rights, authority, duties and responsibilities conferred upon and vested in it by law prior to the signing of this Agreement. Without limitation of the foregoing, management's prerogatives include the following rights:

- a. To manage and administer the affairs and operations of the Judiciary;
- b. To direct its work forces and operations;
- c. To hire, promote and assign employees;
- d. To demote, suspend, discharge or otherwise take disciplinary action.

Section 2

The Courts' use and enjoyment of its powers, rights, authority, duties and responsibilities, the adoption of its policies and practices, or the promulgation of rules and regulations in furtherance thereto, shall be limited only by the terms of this Agreement and to the extent same conform to the Court Rules and Laws of New Jersey and of the United States.

ARTICLE IV - Workweek

All employees covered by this Agreement having titles classified as "clerical employees", shall have a workweek consisting of five (5) consecutive days, Monday through Friday, with two (2) consecutive days off.

ARTICLE V - Hours of Work

Section 1 - New Employees

- a. The workweek of all employees hired on or after October 1, 1989 will be 35 hours of work per week. Employees will receive one (1) hour off for unpaid lunch.
- b. Effective January 1, 1990, work hours for all other employees (excluding new employees covered in Subsection a. above) will be extended to 32½ hours of work per week. Employees will receive one (1) hour off for unpaid lunch.
- c. Effective July 1, 1991, work hours for all employees will be 35 hours of work per week. Employees will receive one (1) hour off for unpaid lunch.
- d. The Assignment Judge has adopted the Freeholders' Resolution (Appendix I attached) and authorizes the increase in hours referred to in Subsections a., b., and c. above.

Section 2

Employees covered by this Agreement will receive compensation time at the employee's regular hourly rate for overtime hours accrued in excess of their normal hours of the established workweek. If the employee works in excess of forty (40) hours in the established workweek, employees who are covered by the Fair Labor Standards Act (FLSA) will receive compensatory time in accordance with the FLSA.

ARTICLE VI - Salaries

Section 1 - January 1, 1989 (Schedule A)

Effective January 1, 1989, and retroactive to that date, salaries for judicial employees shall be in accordance with Schedule A, which is attached hereto and incorporated herein by reference. Employees will be placed on the January 1, 1989 compensation guide (Schedule A) at their current level and step. Employees eligible to receive increments will receive such increments when due.

Section 2 - January 1, 1990 (Schedule B)

Effective January 1, 1990, salaries for judicial employees shall be in accordance with Schedule B, which is attached hereto and incorporated herein by reference. Employees will be placed on the January 1, 1990 compensation guide (Schedule B) at their current level and step. Employees eligible to receive increments will receive such increments when due.

Section 3 - July 1, 1990 (Schedule C)

Effective July 1, 1990, salaries for judicial employees shall be in accordance with Schedule C, which is attached hereto and incorporated herein by reference. Employees will be placed on the July 1, 1990 compensation guide (Schedule C) at their current level and step. Employees eligible to receive increments will receive such increments when due.

Section 4 - January 1, 1991 (Schedule D)

Effective January 1, 1991, salaries for judicial employees shall be in accordance with Schedule D, which is attached hereto and incorporated herein by reference. Employees will be placed on the January 1, 1991 compensation guide (Schedule D) at their current level and step. Employees eligible to receive increments will receive such increments when due.

Section 5 - July 1, 1991 (Schedule E)

Effective July 1, 1991, salaries for judicial employees shall be in accordance with Schedule E, which is attached hereto and incorporated herein by reference. Employees will be placed on the July 1, 1991 compensation guide (Schedule E) at their current level and step. Employees eligible to receive increments will receive such increments when due.

ARTICLE VII - Benefit Inclusion

The following articles memorialize benefits presently granted judicial employees covered by this Agreement which are consistent with benefits granted to Passaic County employees generally. If, during the term of this Agreement, the County changes these benefits as they currently exist, such changes in benefits will be awarded to judicial employees covered by this Agreement. The articles are: longevity, vacation, sick leave, leaves of absence, personal leave, death leave and worker's compensation.

ARTICLE VIII - Longevity

Longevity pay shall be determined by length of employment as follows:

- 2% of base pay after 7 years credited service
- 4% of base pay after 10 years credited service
- 6% of base pay after 15 years credited service
- 8% of base pay after 20 years credited service
- 10% of base pay after 25 years credited service

ARTICLE IX - VacationSection 1

Vacation with pay shall be granted to employees who have completed the probationary period as follows:

At least 1 year but less than 6 years	12 working days vacation
At least 6 years but less than 11 years	15 working days vacation
At least 11 years but less than 16 years	18 working days vacation
At least 16 years but less than 21 years	20 working days vacation
At least 21 years and over	22 working days vacation

Employees with less than one (1) year of employment shall accrue vacation pay at the rate of one (1) day per month for each complete month of employment providing that the employee has completed the probationary period. Employees will receive the additional vacation days according to the above schedule on January 1st of the calendar year following their anniversary date.

Section 2

Any unused earned vacation may be carried forward into the next succeeding year only.

Section 3

Employees entitled to vacation shall make their vacation time off requests to the Department Head no later than April 15th of the current vacation year.

ARTICLE X - Sick Leave

Section 1

Sick time shall be defined as a required absence from work due to a personal illness, accident, exposure to contagious disease or required emergency attendance upon a member of the employee's family who is seriously ill, or death in immediate family. Immediate family includes father, mother, stepfather, stepmother, husband, wife, child, foster child, sister, brother, father-in-law, or mother-in-law. It shall also include a relative of the employer residing in the employee's household.

Section 2

Full-time employees shall earn sick time as follows:

- a. Starting from the date of hire until December 31st of that calendar year, one (1) day per month of completed service;
- b. From January 1st of the first completed year, 15 days per year.

Section 3

Unused sick leave shall be cumulative from year to year.

Section 4

Employees absent for five (5) or more consecutive days must present a medical proof of illness certificate to their supervisor upon return to work.

b. The immediate family, for the purpose of this section, is defined as the employee's spouse, children, parents, brothers, sisters, mother-in-law, father-in-law, brother-in-law, sister-in-law or a member of the immediate household of the employee.

c. Every employee shall be allowed one (1) additional day per year for use in the event of death of the employee's husband, wife, son or daughter.

d. Death leave shall not be cumulative from year to year.

Section 3 - Jury Leave

Employees required to serve on jury duty shall immediately present the notice of such service call to the Department Head. The affected employee shall receive his/her regular salary from the County during the period of such excused absence. Any payment received, exclusive of meal and travel expenses, for jury duty, must be turned into the County Treasurer through the Department Head.

Section 4 - Leave Without Pay

Leave without pay may be granted employees, upon request, for personal reasons.

ARTICLE XII - Holidays

Judicial employees shall be entitled to all legal holidays and such other days off as shall be determined by the Judiciary. These legal holidays shall include:

January 1st.....	New Year's Day
3rd Monday in January.....	Martin Luther King's Birthday
February 12th.....	Lincoln's Birthday
3rd Monday in February.....	Washington's Birthday
Last Monday in May.....	Memorial Day
July 4th.....	Independence Day
1st Monday in September.....	Labor Day
2nd Monday in October.....	Columbus Day
November 11th.....	Armistice or Veteran's Day
4th Thursday in November.....	Thanksgiving Day
December 25th.....	Christmas Day
Good Friday and General Election Day	

Section 2

In the event that any of the aforementioned holidays fall on a Saturday, it shall be celebrated on the preceding Friday. In the event that any of the aforementioned holidays fall on a Sunday, it shall be celebrated the following Monday, provided the court is in recess. If the court is not in recess, each employee shall be granted a day in compensation therefor, during a future court recess.

Section 3

In the event that the Board of Chosen Freeholders of the County of Passaic grants a "holiday" other than those provided by Statute, and the Assignment Judge agrees, said "holiday" or other day off shall be granted to judicial employees. If employees cannot be granted such day off because the court is not in recess on any of the days indicated in this Section, each employee shall be granted a day off in compensation therefor, during a future court recess in accordance with the needs of the department.

Section 4

Holidays which fall during an employee's approved vacation or sick leave, that employee shall be granted the holiday with pay at a time approved by the Department Head.

Section 5

Permanent part-time employees sick leave, vacation and holiday pay shall be provided on a prorated basis.

ARTICLE XIII - Proration of Leave on Separation

In the event of voluntary resignation, layoff or termination for any reason, all unused vacation and personal time shall be prorated.

ARTICLE XIV - Health and Welfare Benefits

Section 1

Judicial employees covered by this Agreement shall continue to be provided with basic Health and Welfare benefits as presently granted to Passaic County employees generally. The benefits presently include:

- a. Non-contributory Hospital and Medical Insurance Plan
- b. Non-contributory Major Medical Insurance Plan
- c. Non-contributory Life Insurance Plan (\$4,000)
- d. Non-contributory Dental Plan for the employee only
- e. Work related Injury Leave Plan
- f. Contributory Private Disability Insurance
- g. Prescription Drug Program

Section 2 - Worker's Compensation

An employee who suffers a work-connected illness or injury arising out of and in the course of his/her employment, and is unable to perform his/her duties, shall be paid in accordance with established procedures.

ARTICLE XV - Dues Check Off

Section 1

The employer agrees to deduct the Union's monthly membership dues from the pay of those employees who have authorized such deductions in writing, pursuant to N.J.S.A. 52:14-15.9e. The amounts so deducted shall be remitted to the Union, together with a list of all names of the employees for whom the deductions are made, by the 10th day of the succeeding month after which such deductions are made.

Section 2

If an employee's authorized dues are, for some reason, not being properly deducted, the Union will contact the county payroll office, giving the employee's name, Social Security number, job title and local affiliation. The county will take action to correct the situation.

Section 3

In the event an employee wishes to withdraw from the Union, the employer will honor such withdrawal only during such periods as prescribed by law. A letter shall be forwarded to the employer annually, identifying appropriate dates, as per statute.

Section 4

The Union shall indemnify and hold the County and the Judiciary harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the County and the Judiciary for purposes of complying with the provisions of this Article.

ARTICLE XVI - Promotions

Section 1

In the event any new positions in the departments covered by this Agreement become available, promotional or otherwise, the employees shall be afforded the opportunity to compete for such openings.

Section 2

a. Notice of all openings shall be posted in all places of employment for a minimum of five (5) working days.

b. Such postings shall include complete and full details of the opening relative to qualification, specification and salary.

Section 3

All employees shall have full and equal opportunity to compete for any such position based on ability to meet the required qualifications.

ARTICLE XVII - Grievance Procedure

Section 1

A grievance is any complaint or dispute arising with respect to terms or conditions of employment, including any dispute over the interpretation, application or construction of this Agreement. In order to provide for the expeditious and mutually satisfactory settlement of grievances, the procedures hereinafter set forth shall be followed for the resolution of disputes.

Step 1

A grievance must be filed within twenty-five (25) calendar days of the event, the alleged infraction, or when the grievant or Union could reasonably have known of the alleged infraction. Grievances may be initiated by an individual employee or the Union, if so requested by the employee, to a grievant's supervisor (judicial department head, i.e. Chief Probation Officer, Surrogate, Case Manager, etc.) who shall render a written decision within three (3) working days, if possible, following receipt of the grievance.

Step 2

If the grievance is not resolved to the mutual satisfaction of both parties, or if the supervisor fails to respond to the grievance within a reasonable time period, the grievance shall be reduced to writing and presented to the Trial Court Administrator, or his designee, for review and consideration within ten (10) working days of the response in Step 1 or the grievance shall be considered abandoned. The Trial Court Administrator, or his designee, shall render a written decision within five (5) working days thereafter.

Step 3

If the grievance is not resolved to the mutual satisfaction of both parties, or if the Trial Court Administrator, or his designee, fails to respond to the grievance within the aforementioned time period, within ten (10) working days of the decision at Step 2, the grievant or Union may utilize one of the following two options:

- a. The employee may appeal to the Civil Service Commission pursuant to any rights he/she may have under Title 11 and in accordance with the provisions of Article VI of this Agreement, or

- b. The employee may appeal to the Assignment Judge in which case the Assignment Judge or his designee shall give the grievant and/or the Union written acknowledgment of receipt of the grievance and shall render a written decision within fifteen (15) working days following receipt of the grievance or a reasonable period of time as determined by the circumstances such as court recess and summer vacation.

If an appeal is not filed within ten (10) working days of the decision at Step 2 as noted above, the grievance shall be considered abandoned.

Section 2

Nothing contained in this Article shall prevent, preclude or bar the Union or its members from pursuing any legal or equitable remedies which are or may be available for the alleged resolution or alleged breaches of contract. The time limits specified herein may be reduced or extended by the mutual written consent of the parties.

Section 3

In any matter which becomes the subject of a grievance under the provisions of this Article, an employee is entitled at each step of the procedure to representation by the Union at the point where management notifies the employee of its intent to proceed with a disciplinary action.

A Shop Steward may be present at the grievance hearings if deemed necessary by the Trial Court Administrator.

ARTICLE XVIII - Discipline

- a. It is expressly understood that all employees covered by this Agreement are obligated to comply conscientiously with all rules, regulations and policies promulgated by the Judiciary and communicated to the employees. Failure to do so shall constitute grounds for appropriate corrective and/or disciplinary measures.

- b. Discipline may be imposed for those causes set forth in N.J.A.C. 4:1-16-9; and for violation of the rules, policies and directives of the Chief Justice, Supreme Court of New Jersey and the Administrative Director of the Courts. Causes referred to herein for applying discipline are not meant to be exclusive.

- c. If, during the course of a discussion between an employee and a representative of the employee, an investigatory interview is conducted which would lead to a question of discipline, suspension or discharge, the employee may, at that time request a Union representative.

ARTICLE XIX - Policy on Department of Personnel

The administrative and procedural provisions and controls of the New Jersey Department of Personnel Laws and the Rules and Regulations promulgated thereunder are to be observed in the administration of this Agreement, with respect to classified employees governed by this Agreement, except to the extent that this Agreement pertain to subjects not therein contained or where this Agreement is contrary to or in conflict with such provisions and controls and except to the extent inconsistent with New Jersey Supreme Court rules and policies governing administration of the courts.

ARTICLE XX - Miscellaneous

Section 1 - Non-Discrimination

The parties shall not discriminate against any employee or applicant for employment, or membership in the Union or representation by the Union, because of race, color, creed, religion, national origin, ancestry, sex or marital status. No employee shall be discriminated against or interfered with because of proper Union activities.

Section 2 - Bulletin Boards

The Assignment Judge shall permit the Union reasonable use of bulletin boards and other facilities for the posting of notices concerning Union business, activities and other matters dealing with the welfare of the employees covered under this Agreement in such an area as determined by the Trial Court Administrator.

Section 3 - Union Business Leave

a. Three (3) representatives of the Union shall be permitted time off without loss of pay to attend contract negotiation sessions with representatives of the Passaic County Assignment Judge when such activity is scheduled to be conducted during working hours.

b. If a member authorizes the Union to represent them during the formal hearing of grievances, and if such hearing of grievances should take place during the regular working hours of said representative, that representative shall be excused from duty without loss of pay, for such time as may be necessary to hear the grievance.

Section 4 - Visitation Rights

During such time as the court is open for business with the public, a duly accredited representative of the Union, on reasonable notice to the court and approval thereof shall be entitled to access to the court facility for the purpose of consulting with members of the Union regarding working conditions and the adjustment of grievance.

ARTICLE XXI - Federal and State Laws - Severability

In the event any Federal or State Law, or any determination having the force and effect of law (including rules, regulations or directives of the Chief Justice, Supreme Court of New Jersey, or the Administrative Director of the Courts) conflicts with the provisions of this Agreement, the provisions so affected shall no longer be operative or binding upon the parties, but the remaining portion of the Agreement shall continue in full force and effect. The parties will meet within thirty (30) days to renegotiate the item(s) so severed.

ARTICLE XXII - Automobile Allowance

Section 1

By N.J.S.A. 2A:168-8, an employee designated to use his/her private vehicle on department business shall be reimbursed at the rate fixed by the County. Employees authorized to use their private vehicles shall keep monthly records specifying dates of use, points of travel, mileage traveled and shall sign and transmit the records to the Trial Court Administrator. Employees shall be reimbursed for tolls, along with mileage and parking, if receipts are submitted with a voucher. Forms for these purposes will be furnished by the Trial Court Administrator.

Section 2

Employees authorized to use personal vehicles shall carry liability coverage for the use of their vehicles on department business covering bodily injury in the minimum of \$100,000 for each person, \$300,000 for each occurrence and property damage in the amount of \$25,000 for each occurrence. Possession of the above coverage should be verified by submission of satisfactory proof to the Trial Court Administrator. Employees shall not be required to name the County of Passaic as a co-insured in their liability insurance coverage.

ARTICLE XXIII - Tuition Reimbursement

In accordance with county policy, judicial employees covered by this Agreement, are eligible for the tuition reimbursement policy accorded county employees at the Passaic County Community College. Employees must comply with all requirements established by the County to be eligible to receive this benefit.

ARTICLE XXIV - Court Interpreter Award

If the Trial Court Administrator determines that an employee is eligible to receive an award pursuant to this article for acting as a court interpreter, that employee will receive an annual award of \$750. The award will be paid in the same manner as the employee's regular salary. The Trial Court Administrator will determine the period for which the employee will receive the award and it will be prorated for any period of time less than a year that the employee serves as a court interpreter.

ARTICLE XXV - Duration

This Agreement shall be in full force and effect as of January 1, 1989 and shall remain in full force and effect until December 31, 1991. By mutual concurrence of the parties, the provisions may be continued for an additional time period.

In witness thereof, the parties have affixed their signatures this day of January 11, ~~1989~~ 1990

FOR THE ASSIGNMENT JUDGE

Richard M Centanni

FOR THE UNION

Michael Goodwin

Michael Goodwin
Secretary-Treasurer

Thomas P. Havriluk

Thomas P. Havriluk
Business Representative

Olga Malone

Olga Malone

Eleanor Macek-Beyer

Eleanor Macek-Beyer

Appendix I

RESOLUTION

WHEREAS contract negotiations were heretofore conducted between the representatives of the County of Passaic and Local 153, OPEIU, AFL-CIO, for the contract period commencing January 1, 1989, and terminating December 31, 1991, as same concerns the judicial and non-judicial employees of the County of Passaic; and

WHEREAS it is the desire of the Passaic County Board of Chosen Freeholders that a ratification of the abovementioned contract be made at this time which includes an increase in the hours per week worked by said new employees commencing October 1, 1989 to 35 hours, and increasing working hours for all other employees to 32 1/2 hours per week commencing January 1, 1990, and to 35 hours per week commencing July 1, 1991;

NOW THEREFORE BE IT RESOLVED by the Board of Chosen Freeholders of the County of Passaic that the said Board does hereby ratify the contract between the County of Passaic and Local 153, OPEIU, AFL-CIO, for a period of three (3) years commencing January 1, 1989, and terminating December 31, 1991 as above-mentioned and as attached hereto and made a part hereof; and

BE IT FURTHER RESOLVED that the Director and Clerk to the Board be and they are hereby authorized to execute the said contract on behalf of the County of Passaic.

Motion made by Mr. Porter, seconded by Mr. Bruce, that the resolution be adopted, which motion was carried on a roll call of six votes in the affirmative, Mr. Adamo being absent.

Walter H. Porter
Freeholder

Dated: September 20, 1989.

Walter H. Porter
9/28/89

APPROVED AS TO FORM AND LEGALITY

[Signature]
COUNTY COUNSEL
DATE *September 29, 1989*

RECEIVED

OCT 1 1989

RICHARD M. CENTANNE
COURT ADMINISTRATOR

Schedule A

1989 CLERICAL WORKERS ADMINISTRATION BUILDING
AND COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

1/1/89 4.0% Increase

<u>Level</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
5	11,591	12,204	12,819	13,433	14,047	14,662	15,278	15,889	16,503	17,116
6	12,174	12,819	13,463	14,107	14,751	15,397	16,040	16,675	17,320	17,961
7	12,789	13,461	14,130	14,799	15,469	16,139	16,808	17,479	18,150	18,820
8	13,427	14,130	14,831	15,536	16,242	16,945	17,648	18,355	19,059	19,762
9	14,094	14,834	15,578	16,320	17,060	17,802	18,543	19,286	20,027	20,770
10	14,799	15,578	16,355	17,130	17,908	18,686	19,463	20,239	21,015	21,791
11	15,537	16,355	17,170	17,987	18,801	19,616	20,431	21,248	22,065	22,880
12	16,314	17,172	18,033	18,895	19,751	20,610	21,472	22,330	23,187	24,049
13	17,128	18,027	18,930	19,831	20,734	21,632	22,537	23,438	24,341	25,241
14	17,986	18,929	19,872	20,818	21,766	22,709	23,651	24,599	25,546	26,493
15	18,879	19,878	20,874	21,872	22,865	23,865	24,864	25,832	26,825	27,819
16	19,824	20,874	21,924	22,975	24,027	25,075	26,093	27,081	28,120	29,153
17	20,822	21,921	23,018	24,110	25,209	26,264	27,296	28,362	29,438	30,519
18	21,871	23,021	24,174	25,322	26,419	27,506	28,593	29,680	30,794	31,914
19	22,961	24,173	25,380	26,525	27,665	28,806	29,945	31,063	32,215	33,365
20	24,177	25,381	26,587	27,785	28,982	30,177	31,340	32,479	33,666	34,854
21	25,328	26,586	27,844	29,100	30,361	31,565	32,755	33,879	35,099	36,319
22	26,519	27,840	29,163	30,487	31,748	32,978	34,155	35,329	36,587	37,844
23	27,777	29,167	30,554	31,876	33,160	34,392	35,629	36,862	38,161	39,459
24	29,095	30,551	31,940	33,280	34,575	35,871	37,169	38,462	39,802	41,139
25	30,525	31,940	33,352	34,713	36,078	37,437	38,803	40,166	41,543	42,919

Schedule B

1990 CLERICAL WORKERS ADMINISTRATION BUILDING
AND COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

1/1/90 6.0% Increase 32.5 Hours

<u>Level</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
5	12,286	12,936	13,588	14,239	14,890	15,542	16,195	16,842	17,493	18,143
6	12,904	13,588	14,271	14,953	15,636	16,321	17,002	17,676	18,359	19,039
7	13,556	14,269	14,978	15,687	16,397	17,107	17,816	18,528	19,239	19,949
8	14,233	14,978	15,721	16,468	17,217	17,962	18,707	19,456	20,203	20,948
9	14,940	15,724	16,513	17,299	18,084	18,870	19,656	20,443	21,229	22,016
10	15,687	16,513	17,336	18,158	18,982	19,807	20,631	21,453	22,276	23,098
11	16,469	17,336	18,200	19,066	19,929	20,793	21,657	22,523	23,389	24,253
12	17,293	18,202	19,115	20,029	20,936	21,847	22,760	23,670	24,578	25,492
13	18,156	19,109	20,066	21,021	21,978	22,930	23,889	24,844	25,801	26,755
14	19,065	20,065	21,064	22,067	23,072	24,072	25,070	26,075	27,079	28,083
15	20,012	21,071	22,126	23,184	24,237	25,297	26,356	27,382	28,435	29,488
16	21,013	22,126	23,239	24,354	25,469	26,580	27,659	28,706	29,807	30,902
17	22,071	23,236	24,399	25,557	26,722	27,840	28,934	30,064	31,204	32,350
18	23,183	24,402	25,624	26,841	28,004	29,156	30,309	31,461	32,642	33,829
19	24,339	25,623	26,903	28,117	29,325	30,534	31,742	32,927	34,148	35,367
20	25,628	26,904	28,182	29,452	30,721	31,988	33,220	34,428	35,686	36,945
21	26,848	28,181	29,515	30,846	32,183	33,459	34,720	35,912	37,205	38,498
22	28,110	29,510	30,913	32,316	33,653	34,957	36,204	37,449	38,782	40,115
23	29,444	30,917	32,387	33,789	35,150	36,456	37,767	39,074	40,451	41,827
24	30,841	32,384	33,856	35,277	36,650	38,023	39,399	40,770	42,190	43,607
25	32,357	33,856	35,353	36,796	38,243	39,683	41,131	42,576	44,036	45,494

Schedule C

1990 CLERICAL WORKERS ADMINISTRATION BUILDING
AND COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

7/1/90 3.0% Increase

<u>Level</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
5	12,655	13,324	13,996	14,666	15,337	16,008	16,681	17,347	18,018	18,687
6	13,291	13,996	14,699	15,402	16,105	16,811	17,512	18,206	18,910	19,610
7	13,963	14,697	15,427	16,158	16,889	17,620	18,350	19,084	19,816	20,547
8	14,660	15,427	16,193	16,962	17,734	18,501	19,268	20,040	20,809	21,576
9	15,388	16,196	17,008	17,818	18,627	19,436	20,246	21,056	21,866	22,676
10	16,158	17,008	17,856	18,703	19,551	20,401	21,250	22,097	22,944	23,791
11	16,963	17,856	18,746	19,638	20,527	21,417	22,307	23,199	24,091	24,981
12	17,812	18,748	19,688	20,630	21,564	22,502	23,443	24,380	25,315	26,257
13	18,701	19,682	20,668	21,652	22,637	23,618	24,606	25,589	26,575	27,558
14	19,637	20,667	21,696	22,729	23,764	24,794	25,822	26,857	27,891	28,925
15	20,612	21,703	22,790	23,880	24,964	26,056	27,147	28,203	29,288	30,373
16	21,643	22,790	23,936	25,085	26,233	27,377	28,489	29,567	30,701	31,829
17	22,733	23,933	25,131	26,324	27,524	28,675	29,802	30,966	32,140	33,321
18	23,878	25,134	26,393	27,646	28,844	30,031	31,218	32,405	33,621	34,844
19	25,069	26,392	27,710	28,961	30,205	31,450	32,694	33,915	35,172	36,428
20	26,397	27,711	29,027	30,336	31,643	32,948	34,217	35,461	36,757	38,053
21	27,653	29,026	30,400	31,771	33,148	34,463	35,762	36,989	38,321	39,653
22	28,953	30,395	31,840	33,285	34,663	36,006	37,290	38,572	39,945	41,318
23	30,327	31,845	33,359	34,803	36,205	37,550	38,900	40,246	41,665	43,082
24	31,766	33,356	34,872	36,335	37,750	39,164	40,581	41,993	43,456	44,915
25	33,328	34,872	36,414	37,900	39,390	40,873	42,365	43,853	45,357	46,859

Schedule D

1991 CLERICAL WORKERS ADMINISTRATION BUILDING
AND COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

1/1/91 3.0% Increase

<u>Level</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
5	13,035	13,724	14,416	15,106	15,797	16,488	17,181	17,867	18,559	19,248
6	13,690	14,416	15,140	15,864	16,588	17,315	18,037	18,752	19,477	20,198
7	14,382	15,138	15,890	16,643	17,396	18,149	18,901	19,657	20,410	21,163
8	15,100	15,890	16,679	17,471	18,266	19,056	19,846	20,641	21,433	22,223
9	15,850	16,682	17,518	18,353	19,186	20,019	20,853	21,688	22,522	23,356
10	16,643	17,518	18,392	19,264	20,138	21,013	21,888	22,760	23,632	24,505
11	17,472	18,392	19,308	20,227	21,143	22,060	22,976	23,895	24,814	25,730
12	18,346	19,310	20,279	21,249	22,211	23,177	24,146	25,111	26,074	27,045
13	19,262	20,272	21,288	22,302	23,316	24,327	25,344	26,357	27,372	28,385
14	20,226	21,287	22,347	23,411	24,477	25,538	26,597	27,663	28,728	29,793
15	21,230	22,354	23,474	24,596	25,713	26,838	27,961	29,049	30,167	31,284
16	22,292	23,474	24,654	25,838	27,020	28,198	29,344	30,454	31,622	32,784
17	23,415	24,651	25,885	27,114	28,350	29,535	30,696	31,895	33,104	34,321
18	24,594	25,888	27,185	28,475	29,709	30,932	32,155	33,377	34,630	35,889
19	25,821	27,184	28,541	29,830	31,111	32,394	33,675	34,932	36,227	37,521
20	27,189	28,542	29,898	31,246	32,592	33,936	35,244	36,525	37,860	39,195
21	28,483	29,897	31,312	32,724	34,142	35,497	36,835	38,099	39,471	40,843
22	29,822	31,307	32,795	34,284	35,703	37,086	38,409	39,729	41,143	42,558
23	31,237	32,800	34,360	35,847	37,291	38,677	40,067	41,453	42,915	44,374
24	32,719	34,357	35,918	37,425	38,883	40,339	41,798	43,253	44,760	46,262
25	34,328	35,918	37,506	39,037	40,572	42,099	43,636	45,169	46,718	48,265

Schedule E

1991 CLERICAL WORKERS ADMINISTRATION BUILDING
AND COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

7/1/91 6.0% Increase 35 Hours

<u>Level</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
5	13,817	14,547	15,281	16,012	16,745	17,477	18,212	18,939	19,673	20,403
6	14,511	15,281	16,048	16,816	17,583	18,354	19,119	19,877	20,646	21,410
7	15,245	16,046	16,843	17,642	18,440	19,238	20,035	20,836	21,635	22,433
8	16,006	16,843	17,680	18,519	19,362	20,199	21,037	21,879	22,719	23,556
9	16,801	17,683	18,569	19,454	20,337	21,220	22,104	22,989	23,873	24,757
10	17,642	18,569	19,496	20,420	21,346	22,274	23,201	24,126	25,050	25,975
11	18,520	19,496	20,466	21,441	22,412	23,384	24,355	25,329	26,303	27,274
12	19,447	20,469	21,496	22,524	23,544	24,568	25,595	26,618	27,638	28,668
13	20,418	21,488	22,565	23,640	24,715	25,787	26,865	27,938	29,014	30,088
14	21,440	22,564	23,688	24,816	25,946	27,070	28,193	29,323	30,452	31,581
15	22,504	23,695	24,882	26,072	27,256	28,448	29,639	30,792	31,977	33,161
16	23,630	24,882	26,133	27,388	28,641	29,890	31,105	32,281	33,519	34,751
17	24,820	26,130	27,438	28,741	30,051	31,307	32,538	33,809	35,090	36,380
18	26,070	27,441	28,816	30,184	31,492	32,788	34,084	35,380	36,708	38,042
19	27,370	28,815	30,253	31,620	32,978	34,338	35,696	37,028	38,401	39,772
20	28,820	30,255	31,692	33,121	34,548	35,972	37,359	38,717	40,132	41,547
21	30,192	31,691	33,191	34,687	36,191	37,627	39,045	40,385	41,839	43,294
22	31,611	33,185	34,763	36,341	37,845	39,311	40,714	42,113	43,612	45,111
23	33,111	34,768	36,422	37,998	39,528	40,998	42,471	43,940	45,490	47,036
24	34,682	36,418	38,073	39,671	41,216	42,759	44,306	45,848	47,446	49,038
25	36,388	38,073	39,756	41,379	43,006	44,625	46,254	47,879	49,521	51,161