

Passaic County of Assignment Judge

1987-88 PASSAIC COUNTY JUDICIAL EMPLOYEES' COLLECTIVE AGREEMENT

Office and Professional Employees International
Union, Local 153 (AFL-CIO)
(Passaic County Judicial Employees)

PASSAIC COUNTY
WILLIAM L. KATTAK
CLERK

APR 19 1988

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X January 1, 1987 - December 31 1988

Table of Contents

1987-88 Passaic County Judicial Employees' Collective Agreement

<u>Number</u>	<u>Article</u>	<u>Page Number</u>
I	Recognition	1
II	Preamble	1
III	Management Rights and Responsibilities	1
IV	Workweek	2
V	Hours of Work	2
VI	Salaries	2
VII	Benefit Inclusion	3
VIII	Longevity	3
IX	Vacation	3
X	Sick Leave	4
XI	Leaves of Absence	5
XII	Holidays	6
XIII	Proration of Leave on Separation	7
XIV	Health and Welfare Benefits	7
XV	Dues Check Off	7
XVI	Promotions	8
XVII	Grievance Procedure	8
XVIII	Discipline	10
XIX	Policy on Civil Service	10
XX	Miscellaneous	10
XXI	Federal and State Laws - Severability	11
XXII	Automobile Allowance	11
XXIII	Tuition Reimbursement	12
XXIV	Court Interpreter Award	12
XXV	Duration	12
	Signatures	12

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 for just cause.

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 - January 1, 1987 to December 31, 1987

a. For the period of January 1, 1987 to December 31, 1987, and consistent with past practice for each job classification and title covered by this Agreement, all judicial employees will continue to work their past total hours of work during the workweek. Such hours of work shall be between 8:30 a.m. and 4:30 p.m., with one (1) hour off for unpaid lunch. Probation Investigators and Senior Probation Investigators have late night duties.

b. Lunch periods assigned to employees under this Agreement shall be duty free, with the exception of an emergency, any employee who shall be requested to work during his/her lunch period shall be afforded a duty-free lunch period during the respective work shift in that same workday.

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 according with the FLSA.

Section 3 - January 1, 1988 to December 31, 1988

The Assignment Judge will notify the Union of the workweek for employees for January 1, 1988 to December 31, 1988.

ARTICLE VI - Salaries

Section 1 - January 1, 1987

Effective January 1, 1987, and retroactive to that date, salaries for judicial employees for the term of this Agreement shall be in accordance with Schedule A, which is attached hereto and incorporated herein by reference. Employees will be placed on the January 1, 1987 compensation guide (Schedule A) at their current level and step. Employees eligible to receive increments will receive such increments when due.

Section 2 - July 1, 1987

Effective July 1, 1987, 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 July 1, 1987 compensation guide (Schedule B) at their current level and step. Employees eligible to receive increments will receive such increments when due.

Section 3 - January 1, 1988

Effective January 1, 1988, 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 January 1, 1988 compensation guide (Schedule C) at their current level and step. Employees eligible to receive increments will receive such increments when due.

Section 4 - July 1, 1988

Effective July 1, 1988, 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 July 1, 1988 compensation guide (Schedule D) 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 - Vacation

Section 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. Employees absent five (5) or more work days within a thirty (30) day period may be required to present a medical proof of illness certificate to their supervisor upon return to work. If the employer determines an employee is abusing sick leave privileges, the employee may be required to submit a medical proof of illness certificate more frequently. Medical proof of illness certificate are to be forwarded to the Department Director. Abuse of sick leave privileges on the part of any employee may be cause for disciplinary action.

Section 5

All employees shall, upon retirement, receive payment for accumulated sick time in accordance with rules promulgated by the Board of Freeholders. These benefits are 50% of the accumulated sick time subject to a maximum amount of \$12,000.00. Payment of unused sick leave shall be calculated at the employee's rate of pay which is in effect on the day immediately preceding the employee's retirement.

Section 6 - Sick Leave: Pregnancy-disability

a. An employee who requests leave with or without pay for reason of disability due to pregnancy shall be granted leave under the same terms and conditions as sick leave or leave without pay. The appointing authority may request acceptable medical evidence that the employee is unable to perform her work because of disability due to pregnancy.

b. An employee may use accrued leave time (for example, sick, vacation, administrative) for pregnancy-disability purposes but shall not be required to exhaust accrued leave before taking a leave without pay. However, the employee must exhaust all accrued sick leave to be eligible for temporary disability insurance.

ARTICLE XI - Leaves of Absence

Except as expressly modified by the terms and provisions of this Agreement, each employee by this Agreement may be granted a Leave of Absence according to applicable Civil Service Statutes and Rules for the State of New Jersey which were in effect at the time this Agreement was executed and which may be hereafter amended during the term of this Agreement.

Section 1 - Personal Leave

Every employee covered by this Agreement shall be allowed a maximum of three (3) days personal leave per year with pay provided that the Department Head be notified of such leave at least two (2) days in advance thereof, except in emergency situations. Such personal leave shall not be cumulative from year to year.

Section 2 - Death Leave

a. Every employee covered by this Agreement shall be allowed three (3) days per year death leave for use in the event of death in the immediate family of the employee.

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 Civil Service

The administrative and procedural provisions and controls of Civil Service 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, 1987 and shall remain in full force and effect until December 31, 1988. 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 19TH day of APRIL, 1987.8

FOR THE ASSIGNMENT JUDGE

FOR THE UNION

Richard McEntarm
TRIAL COURT ADMIN.

Thomas P. Kelly
Shela A. James

Schedule A

1987 CLERICAL WORKERS ADMINISTRATION BUILDING
& COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

1/1/87 4.0% increase

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5	10,299	10,844	11,390	11,936	12,482	13,027	13,575	14,119	14,664	15,210
6	10,818	11,390	11,963	12,534	13,108	13,681	14,253	14,818	15,390	15,960
7	11,364	11,961	12,556	13,151	13,745	14,340	14,935	15,531	16,127	16,723
8	11,931	12,556	13,179	13,805	14,431	15,056	15,681	16,310	16,935	17,561
9	12,524	13,181	13,842	14,501	15,159	15,818	16,477	17,137	17,795	18,455
10	13,151	13,842	14,532	15,221	15,912	16,604	17,294	17,984	18,674	19,363
11	13,806	14,532	15,257	15,982	16,706	17,431	18,154	18,880	19,606	20,330
12	14,496	15,259	16,024	16,789	17,550	18,314	19,079	19,842	20,604	21,369
13	15,219	16,019	16,821	17,622	18,424	19,222	20,025	20,827	21,628	22,428
14	15,981	16,820	17,658	18,498	19,340	20,179	21,016	21,858	22,699	23,541
15	16,775	17,663	18,547	19,434	20,318	21,206	22,094	22,954	23,836	24,720
16	17,616	18,547	19,481	20,415	21,350	22,281	23,185	24,064	24,985	25,905
17	18,502	19,478	20,453	21,424	22,400	23,337	24,255	25,202	26,159	27,118
18	19,433	20,456	21,480	22,500	23,475	24,441	25,407	26,373	27,364	28,358
19	20,403	21,479	22,552	23,570	24,582	25,596	26,608	27,601	28,625	29,648
20	21,483	22,553	23,624	24,689	25,752	26,814	27,848	28,860	29,915	30,970
21	22,506	23,623	24,741	25,858	26,977	28,048	29,105	30,104	31,188	32,272
22	23,564	24,737	25,913	27,089	28,211	29,303	30,348	31,392	32,510	33,626
23	24,682	25,917	27,149	28,324	29,465	30,560	31,659	32,755	33,908	35,062
24	25,853	27,146	28,381	29,572	30,723	31,874	33,026	34,176	35,367	36,555
25	27,124	28,381	29,635	30,845	32,058	33,266	34,479	35,690	36,914	38,136

Schedule B

1987 CLERICAL WORKERS ADMINISTRATION BUILDING
& COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

7/1/87 2.0% increase

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5	10,505	11,061	11,618	12,175	12,732	13,288	13,847	14,401	14,957	15,514
6	11,034	11,618	12,202	12,785	13,370	13,955	14,538	15,114	15,698	16,279
7	11,591	12,200	12,807	13,414	14,020	14,627	15,234	15,842	16,450	17,057
8	12,170	12,807	13,443	14,081	14,720	15,357	15,995	16,636	17,274	17,912
9	12,774	13,445	14,119	14,791	15,462	16,134	16,807	17,480	18,151	18,824
10	13,414	14,119	14,823	15,525	16,230	16,936	17,640	18,344	19,047	19,750
11	14,082	14,823	15,562	16,302	17,040	17,780	18,517	19,258	19,998	20,737
12	14,786	15,564	16,344	17,125	17,901	18,680	19,461	20,239	21,016	21,796
13	15,523	16,339	17,157	17,974	18,792	19,606	20,426	21,244	22,061	22,877
14	16,301	17,156	18,011	18,868	19,727	20,583	21,436	22,295	23,153	24,012
15	17,111	18,016	18,918	19,823	20,724	21,630	22,536	23,413	24,313	25,214
16	17,968	18,918	19,871	20,823	21,777	22,727	23,649	24,545	25,485	26,423
17	18,872	19,868	20,862	21,852	22,848	23,804	24,740	25,706	26,682	27,660
18	19,822	20,865	21,910	22,950	23,945	24,930	25,915	26,900	27,911	28,925
19	20,811	21,909	23,003	24,041	25,074	26,108	27,140	28,153	29,198	30,241
20	21,913	23,004	24,096	25,183	26,267	27,350	28,405	29,437	30,513	31,589
21	22,956	24,095	25,236	26,375	27,517	28,609	29,687	30,706	31,812	32,917
22	24,035	25,232	26,431	27,631	28,775	29,889	30,955	32,020	33,160	34,299
23	25,176	26,435	27,692	28,890	30,054	31,171	32,292	33,410	34,586	35,763
24	26,370	27,689	28,949	30,163	31,337	32,511	33,687	34,860	36,074	37,286
25	27,666	28,949	30,228	31,462	32,699	33,931	35,169	36,404	37,652	38,899

Schedule C

1988 CLERICAL WORKERS ADMINISTRATION BUILDING
& COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

1/1/88 3.0% increase

level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5	10,820	11,393	11,967	12,540	13,114	13,687	14,262	14,833	15,406	15,979
6	11,365	11,967	12,568	13,169	13,771	14,374	14,974	15,567	16,169	16,767
7	11,939	12,566	13,191	13,816	14,441	15,066	15,691	16,317	16,944	17,569
8	12,535	13,191	13,846	14,503	15,162	15,818	16,475	17,135	17,792	18,449
9	13,157	13,848	14,543	15,235	15,926	16,618	17,311	18,004	18,696	19,389
10	13,816	14,543	15,268	15,991	16,717	17,444	18,169	18,894	19,618	20,343
11	14,504	15,268	16,029	16,791	17,551	18,313	19,073	19,836	20,598	21,359
12	15,230	16,031	16,834	17,639	18,438	19,240	20,045	20,846	21,646	22,450
13	15,989	16,829	17,672	18,513	19,356	20,194	21,039	21,881	22,723	23,563
14	16,790	17,671	18,551	19,434	20,319	21,200	22,079	22,964	23,848	24,732
15	17,624	18,556	19,486	20,418	21,346	22,279	23,212	24,115	25,042	25,970
16	18,507	19,486	20,467	21,448	22,430	23,409	24,358	25,281	26,250	27,216
17	19,438	20,464	21,488	22,508	23,533	24,518	25,482	26,477	27,482	28,490
18	20,417	21,491	22,567	23,639	24,663	25,678	26,692	27,707	28,748	29,793
19	21,435	22,566	23,693	24,762	25,826	26,891	27,954	28,998	30,074	31,148
20	22,570	23,694	24,819	25,938	27,055	28,171	29,257	30,320	31,428	32,537
21	23,645	24,818	25,993	27,166	28,343	29,467	30,578	31,627	32,766	33,905
22	24,756	25,989	27,224	28,460	29,638	30,786	31,884	32,981	34,155	35,328
23	25,931	27,228	28,523	29,757	30,956	32,106	33,261	34,412	35,624	36,836
24	27,161	28,520	29,817	31,068	32,277	33,486	34,698	35,906	37,156	38,405
25	28,496	29,817	31,135	32,406	33,680	34,949	36,224	37,496	38,782	40,066

Schedule D

1988 CLERICAL WORKERS ADMINISTRATION BUILDING
& COURTHOUSE JUDICIAL EMPLOYEES
LOCAL #153

7/1/88 3.0% increase

Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
5	11,145	11,735	12,326	12,916	13,507	14,098	14,690	15,278	15,868	16,458
6	11,706	12,326	12,945	13,564	14,184	14,805	15,423	16,034	16,654	17,270
7	12,297	12,943	13,587	14,230	14,874	15,518	16,162	16,807	17,452	18,096
8	12,911	13,587	14,261	14,938	15,617	16,293	16,969	17,649	18,326	19,002
9	13,552	14,263	14,979	15,692	16,404	17,117	17,830	18,544	19,257	19,971
10	14,230	14,979	15,726	16,471	17,219	17,967	18,714	19,461	20,207	20,953
11	14,939	15,726	16,510	17,295	18,078	18,862	19,645	20,431	21,216	22,000
12	15,687	16,512	17,339	18,168	18,991	19,817	20,646	21,471	22,295	23,124
13	16,469	17,334	18,202	19,068	19,937	20,800	21,670	22,537	23,405	24,270
14	17,294	18,201	19,108	20,017	20,929	21,836	22,741	23,653	24,563	25,474
15	18,153	19,113	20,071	21,031	21,986	22,947	23,908	24,838	25,793	26,749
16	19,062	20,071	21,081	22,091	23,103	24,111	25,089	26,039	27,038	28,032
17	20,021	21,078	22,133	23,183	24,239	25,254	26,246	27,271	28,306	29,345
18	21,030	22,136	23,244	24,348	25,403	26,448	27,493	28,538	29,610	30,687
19	22,078	23,243	24,404	25,505	26,601	27,698	28,793	29,868	30,976	32,082
20	23,247	24,405	25,564	26,716	27,867	29,016	30,135	31,230	32,371	33,513
21	24,354	25,563	26,773	27,981	29,193	30,351	31,495	32,576	33,749	34,922
22	25,499	26,769	28,041	29,314	30,527	31,710	32,841	33,970	35,180	36,388
23	26,709	28,045	29,379	30,650	31,885	33,069	34,259	35,444	36,693	37,941
24	27,976	29,376	30,712	32,000	33,245	34,491	35,739	36,983	38,271	39,557
25	29,351	30,712	32,069	33,378	34,690	35,997	37,311	38,621	39,945	41,268