

EMPLOYMENT AGREEMENT

BETWEEN

THE TOWNSHIP OF LAWRENCE

AND

**THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 73, AFL-CIO, LOCAL 2476**

JANUARY 1, 2017 TO DECEMBER 31, 2019

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PREAMBLE

This three-year Agreement made and entered into this __ day of _____, 2017, by and between the TOWNSHIP OF LAWRENCE, in the County of Mercer, a Municipal Corporation in the State of New Jersey (hereinafter referred to as the "Township"), and Local 2476, Council 73 of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the "Union"), represents the complete and final understanding on all bargainable issues between the Township and the Union and is designed to maintain and promote a harmonious relationship between the Township and such of its employees who are covered by Section 1, Recognition, in order that more efficient and progressive public service may be rendered. This Agreement will expire on the 31st day of December 2019.

SECTION 1
RECOGNITION

The Township recognizes the Union as the bargaining agent for the purpose of collective negotiations of all employees whose titles are set forth in Section 5.2 hereafter, but excluding managerial executives, confidential employees and all other supervisory employees within the meaning of the New Jersey Public Employer-Employee Relations Act, and all other employees of the Township of Lawrence.

SECTION 2
MANAGEMENT RIGHTS

It is recognized that there are certain functions, responsibilities and rights exclusively reserved to the public employer, among which are the direction and operation of the Public Works Department, the types of work to be performed, the work assignments of employees, the machinery, tools and equipment to be used, shift schedules, hours of work, the making and enforcing of rules and regulations for discipline and safety of its employees. Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established.

SECTION 3
DUES DEDUCTION

Section 3.1

Upon receipt of the lawfully executed written authorization from an employee, the Township agrees to deduct the regular monthly Union dues of such employee from his pay and remit such deduction by the tenth (10th) day of the succeeding month to the official designated by the Union in writing to receive such deductions. The Union will notify the Township in writing of the exact amount of such regular membership dues to be deducted. This authorization shall remain in effect during the life of this Agreement

Section 3.2

Any employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit, and any employee previously employed within the unit, and any employee previously employed within the unit who does not join within ten (10) days of re-entry into employment within the unit shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular Union membership dues, fees and assessments as certified to the Township by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, PROVIDED that no modification is made in this provision by a successor agreement between the Union and the Township. For the purposes of this provision, employees employed on a ten-month basis or who are reappointed from year-to-year shall be considered to be in continuous employment.

Section 3.3

The Union shall indemnify and hold the employer harmless against any and all claims, demands, suits and other forms of liability that shall rise out of, or by reason of, any action taken or not taken by the Employer for the purpose of complying with any of the provisions of this article.

SECTION 4
HOURS AND OVERTIME

Section 4.1

The normal workweek shall consist of five (5) consecutive days of eight (8) hours per day, Monday through Friday, inclusive, for a total of forty (40) hours per week. Lunch break shall be forty-five (45) minutes, with a morning break of fifteen (15) minutes and no afternoon break. All breaks are to be determined by a supervisor.

Section 4.2

Time-and-one-half (1-1/2) the employee's regular rate of pay shall be paid for work under any of the following conditions:

- a) DAILY – All work performed in excess of eight (8) hours in any workday; or
- b) WEEKLY – All work performed in excess of forty (40) hours; or
- c) ALL work performed on the Saturday of any workweek

Section 4.3

Double-time the employee's regular rate of pay shall be paid for work under the following conditions:

- a) ALL work performed on the Sunday of any workweek; or
- b) ALL work performed in excess of sixteen (16) hours continued until a full eight (8) hour break occurs; or
- c) Employees working holidays will receive a day's pay plus a day's pay for the holiday, except for work performed on Thanksgiving Day and Christmas Day (December 25th) where compensation will be double-time plus a day's pay.

Section 4.4

Overtime opportunities will be distributed as equally as possible among employees in the same job classification and department. It is understood that nothing in this clause shall require payment for overtime hours not worked.

Section 4.5

The employer shall provide meals for employees working overtime through a regularly scheduled mealtime on condition that the employee is called in on an emergency basis before his starting time and works through the regular breakfast hours or through the regular evening meal.

Section 4.6

Any employee who is required to report to work during periods other than his regularly scheduled shifts shall be paid at the rate of time-and-one half (1½) his regular rate of pay for such hours worked and be guaranteed four (4) hours pay at the overtime rate unless it is contiguous to the normal work day. If said hours worked are contiguous to the normal work day, then pay at the overtime rate will be granted only for the actual hours worked in addition to the regular work day. In all other instances, subject to the approval of the supervisor, an employee shall have the option whether he shall remain on the job in excess of that time actually needed to complete the work for which he was recalled provided, however, that he shall not be entitled to successive minimum four (4) hours guarantees should he be recalled within that same four (4) hour period, in the event the employee is allowed off duty prior to the completion of four (4) hours of work.

Section 4.7

In the event that all non-essential personnel are told not to report to work or are dismissed early during normal business hours, employees covered by this agreement who work during the emergency conditions for the period time was granted off will receive compensatory time on an hour-for hour basis.

Section 4.8

No employee may accrue compensatory time in excess of forty (40) hours. No employee shall carry over compensatory time in excess of forty (40) hours from a prior year.

SECTION 5
WAGE SCHEDULE

Section 5.1

Effective January 1, 2017 employees hired on or before December 31, 2013 and covered by this Agreement shall receive a wage increase of 1.85% over base salary. Effective January 1, 2018 employees hired on or before December 31, 2013 and covered by this Agreement shall receive a wage increase of 1.85% over base salary. Effective January 1, 2019 employees hired on or before December 31, 2013 and covered by this Agreement shall receive a wage increase of 1.85% over base salary. Employees hired on or before December 31, 2013 shall be compensated per the "Salary Schedule Appendix 2" and attached to this Agreement. Employees hired on or after January 1, 2014 shall be compensated per the "Salary Schedule Appendix 2-A" and attached to this Agreement. Effective during this contract, all employees covered by this Agreement shall move on the appropriate "Step" guide in accordance with their hire date and position of employment and applicable "Salary Schedule". No service credit will be earned for purposes of upward movement on the "Step" guide for calendar year 2010.

Section 5.2

The following schedule (see Appendix 2) represents the minimum and maximum salaries for all Civil Service classifications with this unit in accordance with the salary plan and increment system.

Section 5.3

New employees shall be employed at the minimum salary unless the Municipal Manager determines that the needs of the service or employee experience warrants a higher compensation.

Section 5.4

All title upgrades must be negotiated with the Union. All requests for title upgrades must go through the Union.

Section 5.5

Seasonal employees shall not work more than four (4) months per year. Exceptions may be made where it is necessary to complete the summer work schedules.

Section 5.6

Seasonal employees may not be hired above the salary of a bargaining unit member holding the same job title.

SECTION 6
HEALTH AND RETIREMENT BENEFITS

Section 6.1

The Township agrees to provide health insurance for all employees and their dependents.

a) Effective in the first pay period of January 2014 all employees that receive Township provided health benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78, P.L. 2011. Said contribution rates shall be the minimum amounts upon reaching the final level of contribution toward health and prescription premiums by the employee. All employees hired on or after January 1, 2014 shall contribute based upon the year four rates specified by said law and to be made an Appendix to a successor Agreement. Said rates of contribution shall become the base amount.

b) The Township is presently a participant in the New Jersey State Health Benefits Plan ("SHBP"). The Township may not force employees into particular plans within the SHBP or into plans in the event of a new health benefit plan administrator. The Township reserves the right to change from the SHBP to another health insurance carrier or plan administrator. Benefit changes made to the individual SHBP are not subject to negotiation nor the responsibility of Lawrence Township to be maintained at the same level as were provided previous to any change in benefits. All changes to individual health benefit plans within the SHBP are the responsibility of the employee.

c) Should an employee choose to opt-out of the health and prescription coverage pursuant to the policies and procedures established by the Township the employee shall not be responsible or required to contribute toward health and prescription coverage premium as required by Section 6.1 a. of this Agreement.

d) All employees and all retirees that retire on or after December 31, 2014, that choose an employer sponsored health plan which premium triggers an excise tax on a plan in accordance with the Affordable Care Act, then the cost of the excise tax will be the responsibility of the employee requiring a contribution in the amount of the excise tax in addition to the contribution required by Chapter 78 for all employees and retirees or for contributions required by retirees in accordance with the terms of the collective bargaining agreement.

Section 6.2

a) The Township agrees to provide retirement benefits in accordance with applicable New Jersey statutes that would apply to eligible retired employees that had an original hire date of December 31, 2009 or prior. Employees hired on or after January 1, 2010 shall not be entitled to post retirement health benefits.

b) Any employee that retires on or after February 2, 2014 and is eligible for post-retirement health care benefits shall contribute no less than one percent (1%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that is eligible for post-retirement health and prescription benefits that retires on or after February 2, 2015 shall contribute no less than one and one-half percent (1.5%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that is eligible for post-retirement health and prescription benefits that retires on or after February 2, 2016 shall contribute no less than two percent (2%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that has not obtained twenty (20) years of credited pension service as of June 28, 2011 shall contribute through the withholding of the contribution from the monthly retirement allowance, or make a direct payment to the Township if the New Jersey Division of Pension and Benefits is not able to withhold a contribution, toward the cost of health care benefits coverage for the employee in retirement and dependent coverage. The retirement allowance and any

future cost of living adjustments thereto, shall be used to identify the percentage of the cost of coverage. Contribution rates/percentages shall be in accordance with Appendix "A-1", "A-2", and "A-3". The applicable amount will be paid on a monthly basis to the Township by the retiree. Each retiree shall supply proof of pension benefits. All contributions are in addition to the required excise tax contribution required by the Affordable Health Care Act and language in 6.1 d.

Section 6.3

The Township agrees to provide a drug prescription program for eligible employees and their dependents. Employees will be required to contribute to the cost of prescription coverage as provided in Section 6.1 a. of this Agreement.

Section 6.4

The Township will pay fifty percent (50%) on an approved dental plan for employees and their families and reserves the right to choose the insurance carrier for these programs. Employees shall have an option to participate in the program.

Section 6.5

The Township will pay for a life insurance policy in the amount of five thousand dollars (\$5,000) for a natural death and will increase to ten thousand dollars (\$10,000) in the event of an accidental death. The Township reserves the right to choose the insurance carrier to this program.

Section 6.6

Post-retirement health benefits will be provided through the New Jersey State Health Benefit Plan. Retirees qualify under the following conditions:

- a) Disability retirement
- b) Qualifying retirement with at least 25-years in a state-approved pension system and at least 10-years with Lawrence Township.
- c) Service retirement at age 62 or older with at least 15-years' service with Lawrence Township.

- d) Above periods of eligibility of post-retirement health care coverage will not be applicable to employees hired on or after January 1, 2010. Employees hired on or after January 1, 2010 shall not be eligible for post-retirement benefits.

The limit of post-retirement coverage is as follows:

- a) Retirement under age 55, Township pays for coverage for ten-years from date of retirement for retiree and dependents.
- b) Retirement between ages 55 and 60, Township pays for coverage until age 65 for retiree and dependents.
- c) Retirement between ages 60 and 65, Township pays for coverage until age 65 for retiree and dependents and pays for coverage for only retiree for a period of 5-years from date of retirement. (Example: Employee retires on 63rd birthday, Township pays coverage cost for retiree and dependent to age 65 and pays coverage cost for retiree only until 68th birthday.)
- d) Retirement at age 65 or older, Township pays for coverage for 5-years from date of retirement for retiree only.
- e) Above periods of eligibility of post-retirement health and prescription care coverage will not be applicable to employees hired on or after January 1, 2010.

Section 6.7

The Township will pay \$250 annually per employee toward the cost of an eye exam, eyeglasses, contact lenses or a physical examination.

Section 6.8

Married employees where both parties are employees or retirees of the Township of Lawrence shall be covered for health benefits under one policy. No duplicate coverages.

SECTION 7
PAID LEAVES OF ABSENCE

Section 7.1

In the event of death in the employee's immediate family, the employee shall be granted time off without loss of pay from the date of death or the day of the funeral, but in no event shall said leave exceed four (4) consecutive working days per incident, except in a case where the funeral is more than four (4) consecutive working days after the day of death, in which case the day of the funeral shall be granted with pay, or in the case of spouse or child, in which case said leave shall not exceed ten (10) consecutive working days per incident.

Section 7.2

The term "immediate family" includes wife, husband, daughter, son, father, mother, brother, sister, grandchildren, mother-in-law, father-in-law or a relative who is regularly living in the employee's household.

Section 7.3

In the event of the death of an employee's grandmother, grandfather, aunt, uncle or cousin, the day of the funeral will be granted as time off without loss of compensation unless the relative permanently resided in the employee's household.

Section 7.4

Notwithstanding the content of the foregoing subparagraph, the Municipal Manager, in his sole discretion, may grant special consideration in those situations which are not covered by the above circumstances.

Section 7.5

Any employee who is disabled because of occupational injury or occupational illness shall be granted a leave of absence with full pay. Any amount of salary or wages paid or payable to such an employee for workmen's compensation shall be reduced by the amount of workmen's compensation paid under the New Jersey Workmen's Compensation Act. Such

leave shall be limited to a maximum of six (6) months from the date of injury or illness or until workmen's compensation payments terminate, whichever is sooner. Thus, any employee covered by this leave will receive no more than his normal weekly salary payment.

Section 7.6

Employees returning from authorized leave of absence as set forth above will be restored to their original job classification or comparable job, if budgetary or policy decisions have eliminated the original job, at the then appropriate rate of pay with no loss of seniority or other employee rights, privileges or benefits. Employees returning from a leave in excess of five (5) consecutive days for a health related issue may be required to obtain clearance to return to work from the Township selected medical professional. Said medical exam will be at the expense of Lawrence Township.

Section 7.7

All full-time permanent, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay based upon their aggregate years of service. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used for short periods for the attendance of the employee upon the member of the immediate family who is seriously ill.

Section 7.8

The minimum sick leave with pay shall accrue to any full-time employee on the basis of one working day per month during the remainder of the first calendar year of employment and fifteen (15) working days in every calendar year thereafter. Any amount of sick leave allowance not used in a calendar year shall accumulate to the employee's credit from year-to-year to be used if and when needed for such purpose. Any employee that is charged for sick hours in excess of the hours that the employee is entitled to will have the excess hours automatically charged to available "Personal Leave" hours available per Section 7.12 of this Agreement.

Section 7.9

If an employee is absent for reasons that entitle him to sick leave, his SUPERVISOR SHALL BE NOTIFIED PRIOR TO THE EMPLOYEE'S STARTING TIME, or in conformance with department regulations.

Section 7.10

The appointing authority may require proof of illness of employee on sick leave, whenever such requirements appear reasonable. Abuse of sick leave shall be cause for disciplinary action. In the case of leave of absence due to exposure to contagious disease, a certificate from the Health Department shall be required.

Section 7.11

An employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to attend Union conventions. The Union shall designate no more than two (2) employees to attend training sessions. The designated employees may rotate among the members, but in no instance may the aggregate number of days for excuse sessions exceed the maximum permitted days as included in this Section. The time allocated for paid attendance at such conventions, seminars and educational conferences shall not exceed ten (10) days.

Section 7.12

Every employee shall be entitled to three (3) days with pay each calendar year for personal leave for the following reasons:

- a) Religious observances
- b) Doctor or dental appointments
- c) Marriages or births
- d) All other legal or personal affairs that must take place during working hours
- e) Employee's birthday

The Municipal Manager shall promulgate procedural guidelines for taking personal leave. All employees shall be compensated for those personal days not utilized at straight time pay in the following calendar year. Requests for personal days, even when requested on the

morning of date requested, will not be unreasonably denied. An employee who has either utilized or had excess sick or excess vacation hours charged to their available Personal Leave hours shall have their pay docked for the amount of excess hours used or charged.

Section 7.13

Upon retirement of any employee hired prior to December 31, 2009 in accordance with applicable statutes and regulations, said employee shall be entitled to a lump sum cash payment in an amount equal to fifty percent (50%) of his accumulated sick leave provided, however, that said payment shall in no event exceed the sum of fifteen thousand dollars (\$15,000). Upon retirement employees hired on or after January 1, 2010 in accordance with applicable statutes and regulations, shall be entitled to a lump sum cash payment in an amount equal to twenty-five (25%) of accumulated sick leave provided, however, that said payment shall in no event exceed the sum of ten thousand dollars (\$10,000). Upon retirement employees hired on or after January 1, 2014 in accordance with applicable statutes and regulations shall not be entitled to any payment toward or for accumulated sick leave. The amounts specified above based on the hiring date of the employee shall not exceed the established maximum amounts but shall be reduced if required by Statute. Full-time employees shall be entitled to terminal leave payment upon retirement provided that the employee shall furnish proof of retirement to the Township. The form of this proof shall be in the form of a copy of the employee's first retirement check or electronic funds transfer/direct deposit from the Public Employee Retirement System (PERS).

Section 7.14

Lawrence Township will be required to provide extended sick leave in accordance with the Federal Family Leave Act and New Jersey Family Leave Act.

SECTION 8
NON-PAID LEAVES OF ABSENCE

Section 8.1

The Township will grant leaves of absence to two (2) employees, not more than one (1) from any Division, to accept full time Union employment. Sixty (60) days notice shall be given to the Township by an employee requesting such leave. Said leave shall not exceed twelve (12) months.

Section 8.2

All other leaves of absence without pay shall be at the discretion of the Township.

Section 8.3

Employees returning from authorized leaves of absence, as set forth above will be restored to their original job classification. If budget or policy decisions have eliminated the original job then the employee will be placed in a comparable job at the then appropriate rate of pay, with no loss of seniority or other employee rights, privileges or benefits. Sick leave and vacation leave and longevity credits shall not accrue with exception of those on military leave.

SECTION 9
SENIORITY

Section 9.1

Seniority is defined as an employee's total length of service with the Township beginning with his date of hire.

Section 9.2

In all applications of seniority where ability to perform work and physical fitness are equal, seniority shall be given preference in promotions, demotions, layoffs, recall and vacation schedules, in accordance with the rules and regulations governing such matters as promulgated by Civil Service and applicable to municipalities.

Section 9.3

The Township shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the Union upon reasonable request.

Section 9.4

The Township shall promptly advise the appropriate Union representative of any changes which necessitate amendments to the seniority list.

Section 9.5

For the purpose of movement on the step guide, the employee anniversary date is the first of the month in which the employee was hired or, in the case of promotion, the first of the month in which the employee was promoted to his/her current title.

SECTION 10

HOLIDAYS

Section 10.1

The following dates are recognized paid holidays whether or not worked:

| | | | |
|---|-------------------------------|----|------------------------|
| 1 | New Year's Day | 8 | Labor Day |
| 2 | Martin Luther King's Birthday | 9 | Columbus Day |
| 3 | Lincoln's Birthday | 10 | Election Day |
| 4 | President's Day | 11 | Veteran's Day |
| 5 | Good Friday | 12 | Thanksgiving Day |
| 6 | Memorial Day | 13 | Day After Thanksgiving |
| 7 | Independence Day | 14 | Christmas Day |

Section 10.2

In the event that a holiday falls on a weekend, the preceding Friday shall be observed as the holiday if the holiday falls on a Saturday, and the following Monday shall be observed as the holiday if the holiday falls on a Sunday. Holidays which fall within an employee's vacation period shall not be counted as part of his/her vacation.

Section 10.3

In order to be eligible for holiday pay, an employee must be on the active payroll of the Township and must have worked his full regularly scheduled workday before and after the holiday, unless such absence is authorized.

SECTION 11
EQUAL TREATMENT

Section 11.1

The Township agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, political affiliation, handicap, union membership or union activities.

SECTION 12
VACATION LEAVE

Section 12.1

The following vacation schedule shall apply:

| Employment Period | Vacation |
|--|-----------------------------------|
| From date of appointment to December 31 st of the year of appointment | 1 working day per month |
| For each succeeding year through the fifth (5 th) year of employment | 12 working days per calendar year |
| From the sixth (6 th) year through the tenth (10 th) year of employment | 15 working days per calendar year |
| From the eleventh (11 th) year through the fifteenth (15 th) year of employment | 20 working days per calendar year |
| From the sixteenth (16 th) year of employment and each year thereafter | 25 working days per calendar year |
| For employees hired on or after 1/1/07 From the sixteenth (16 th) year and each year thereafter | 23 working days per calendar year |
| For employees hired on or after 1/1/2014 from the sixteenth (16 th) year and each year thereafter. | 20 working days per calendar year |

Section 12.2

If an employee is called back to work while on vacation, he shall be paid at the rate of twice his regular rate of pay for all hours worked and shall not lose vacation day or days.

Section 12.3

Unused vacation may be accumulated one-year beyond the calendar year in which it is earned, subject to the approval of the Municipal Manager. This approval will not be unreasonably denied.

Section 12.4

An employee who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year prorated upon the number of months worked in the calendar year.

Section 12.5

Whenever an employee dies, having to his credit any annual vacation leave, there shall be calculated and paid to his estate a sum of money equal to the compensation figured on his salary rate at the time of death.

Section 12.6

Vacation leave credits shall continue to accrue while an employee is on leave with pay. Credits shall not accrue while an employee is on leave without pay except military leave.

Section 12.7

Any employee that is charged for vacation hours in excess of the hours that the employee is entitled to will have the excess hours automatically charged to available "Personal Leave" hours available per Section 7.12 of this agreement.

SECTION 13
EQUAL PAY FOR EQUAL WORK

Any employee who performs work in a higher pay classification than his own for at least four (4) consecutive hours in any workday shall receive the rate of pay at the maximum of the new range for the period he/she worked in that range.

SECTION 14
CLASSIFICATIONS AND JOB DESCRIPTIONS

Section 14.1

The classification for employees covered by this Agreement is attached hereto as Appendix A and by reference is made part of this Agreement.

Section 14.2

If during the term of this Agreement the Township determines that new job descriptions and/or clarifications be established or that changes be made in existing job descriptions and/or classifications the parties agree that they will consult with a view to arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective. Should the parties fail to agree, the matter may be referred by the Township to the grievance procedure.

SECTION 15

DISCIPLINE

Section 15.1

No employee may be suspended for a period of more than five (5) days without first having a disciplinary hearing. Notice of such hearing, along with specifications shall be furnished to the employee with a copy to the Union President and to the Union Council office. The employee shall be entitled to representation at any such hearing by the Local Union President, Union Steward and Council Representative.

Section 15.2

The person initiating any such charges shall not be the presiding officer of a grievance.

Section 15.3

Any suspension of five (5) days or less may become the subject of a grievance.

Section 15.4

Any suspension in excess of five (5) days or any removal of an employee may be appealed to Civil Service or may be appealed to arbitration provided the Union supports the request for arbitration. The employee shall have ten (10) days from the date of receipt of final notice of disciplinary action to indicate his choice. His choice of either arbitration or Civil Service hearing shall be final and irrevocable.

Section 15.5

An employee covered by this Agreement that is absent without notice for five (5) consecutive work days shall constitute a resignation by that employee from their employment with Lawrence Township.

SECTION 16
GRIEVANCE PROCEDURE

Section 16.1

DEFINITION: The term "grievance" as used herein means any controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement and may be raised by an individual, the Union or the Township.

Section 16.2

Any grievance of an employee or of the Union shall be handled in the following manner:

STEP 1. The aggrieved employee and/or Union representative, or both, shall take up the grievance or dispute with the employee's immediate supervisor within five (5) working days after the occurrence of the event or knowledge thereof out of which the grievance arises. The immediate supervisor shall then attempt to adjust the matter and shall respond to the employee and Union representative within five (5) working days.

STEP 2. If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing by the Union representative to the Department Head within seven (7) working days after the immediate supervisor's response is due. The Department Head shall respond in writing to the Union President or his designated representative within seven (7) working days.

STEP 3. If the grievance still remains unadjusted, it shall be presented by the President or Union representative to the Municipal Manager in writing within fifteen (15) working days after the response of the Department Head is due. The Municipal Manager shall meet with all parties involved within fifteen (15) working days and shall render a decision in writing within ten (10) working days following such meeting.

STEP 4. If the grievance is still unsettled, the Union may, within fifteen (15) working days after the reply of the Municipal Manager is due, by written notice to the Municipal Manager, proceed to arbitration. The decision of the arbitrator shall be in writing and shall be rendered within thirty (30) days of such decision and shall be final and binding on both parties.

Section 16.3

The following procedure will be used to secure the services of an arbitrator:

- a) A representative of the Township and a representative of the Union will attempt to select a mutually satisfactory arbitrator.
- b) If they are unable to do so within ten (10) working days after the Municipal Manager was notified of the Union's decision to go to arbitration, a request will be made to the New Jersey Board of Mediation or to the American Arbitration Association.

Section 16.4

Where an employee has exercised his right of appeal as expressly granted in the Revised Civil Service Statutes of New Jersey, there shall be no right of arbitration under the provisions of this article.

Section 16.5

The Union will notify the Township in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. Such employees so designated by the Union will be permitted to confer with other Union representatives, employees and with Township representatives regarding matters of employee representation, during working hours without loss of pay provided, however, all employees shall secure the permission of their immediate supervisor, which permission shall not be denied.

SECTION 17

HEAT CLAUSE

Section 17.1

It is mutually agreed between the Township and the Union that when a heat index of eighty degrees (80°) is reached, no outside hot asphalt work will be performed in accordance with the Temperature-Humidity Index which is attached and marked as Appendix 1. It will be the responsibility of supervisory personnel to ascertain whether a T.H.I. of eighty degrees (80°) is reached. Furthermore, once this level is reached, work will continue until all remaining blacktop or other materials on loaded trucks have been placed. No additional trucks will be dispatched unless an unsafe condition would result in which case the supervisor and/or department head will only order enough material to rectify the dangerous condition.

SECTION 18

UNIFORMS

Section 18.1

The Township will contract with a uniform company to provide and maintain uniforms for all employees.

Section 18.2

All employees will be eligible for an annual shoe and sock allowance in the following amounts: 2017 shall not exceed \$190 and 2018 and 2019 shall not exceed \$195. The shoe and sock allowance shall include waterproofing materials and laces as part of the annual total. The shoe and sock allowance can be paid directly to a vendor or as reimbursement to the eligible employee with proof of purchase. Shoes to be purchased must be safety shoes.

SECTION 19
JOB POSTINGS

Section 19.1

Notice of all vacancies shall be posted on employee bulletin boards. Newly created positions, vacancies or promotional jobs shall be posted in the following matter:

Position Classification
Location (department, etc.)
Rate of Pay
Hours of Work
Person to Contact

SECTION 20
PROMOTIONS

Section 20.1

It shall be the policy of the employer to promote to supervisory positions from the ranks of employees covered by this Collective Bargaining Agreement whenever possible.

SECTION 21

LONGEVITY

Section 21.1

Each employee hired before January 1, 2013 and covered by this Agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013 with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31, 2013. Longevity shall be pensionable and included as part of the employee's regular pay.

| Length of Service | |
|-------------------|---------|
| 8 years | \$800 |
| 12 years | \$1,100 |
| 16 years | \$1,400 |
| 20 years | \$1,700 |
| 24 years | \$2,000 |
| 28 years | \$2,300 |

Any employee hired on or after January 1, 2014 and subject to this Agreement shall not be entitled to longevity pay.

Section 21.2

Longevity pay, as heretofore set forth, shall become effective January 1st or July 1st, the date nearest to the anniversary date of employment.

SECTION 22

TOOLS

Section 22.1

The Township agrees to replace at its cost any tools owned by mechanics of any title if those tools are worn out, lost or broken. New tools (not replacements) needed as a result of changes in technology, will be purchased and owned by the Township.

SECTION 23
TERM AND RENEWAL

Section 23.1

This Agreement shall be in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred and fifty (150) days prior the budget submission date in the year of the expiration date of this Agreement, of a desire to change, modify or terminate this Agreement.

SECTION 24
DRUG TESTING

Drug testing policy applicable to all employees subject to this Agreement with mutually agreed language to be determined. A drug testing policy will only be implemented after an identical policy is applicable to the members of AFSCME, Council 73, Local 2257. The Supervisor Union CWA, Local 1031 and "non-affiliated" Lawrence Township employees has been authorized.

SECTION 25
SEVERABILITY AND SAVINGS

If any provision of this contract shall be adjudged invalid, said section shall be considered removed from the contract. Such adjudication shall not affect the validity of the remaining sections which shall be deemed severable there from.

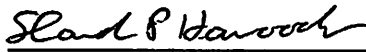
SECTION 26
FULLY BARGAINED AGREEMENT

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will 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 parties at the time they negotiated or signed this Agreement.


IN WITNESS WHEREOF, the parties hereto have set their hands and seals at Lawrence Township, New Jersey on the ___ day of _____, 2017.

LOCAL 2476, COUNCIL 73.
AFSCME, AFL-CIO

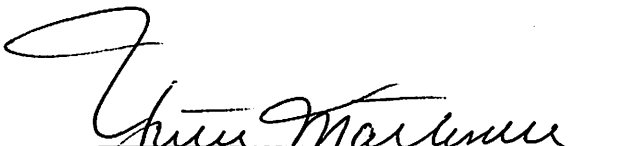
TOWNSHIP OF LAWRENCE,
COUNTY OF MERCER




David Hancock
President Local 2476



Richard S. Krawczun
Township Manager



Witness



Witness

APPENDIX 1
TEMPERATURE/HUMIDITY INDEX

Different combinations of heat and moisture in the air cause different sensations of comfort or discomfort in human beings. "Temperature/Humidity Index" is a term used by the Weather Bureau to express what this combined temperature/humidity effect has on the majority of people, although it is known that individual reactions vary considerably from person to person.

By extensive laboratory tests, "Temperature/Humidity Index" values have been established for each group of separate simultaneous air temperature and relative humidity readings which give equivalent feelings of comfort. The index can also be computed using wet bulb or dew point temperatures from which, in combination with the air temperature, relative humidities may be computed.

The "Temperature/Humidity Index" has a direct relationship with the level of comfort experienced by most people. Relatively few people in summer will be uncomfortable from heat and humidity while the Index reaches seventy-five (75). Almost everyone will be uncomfortable by the time the Index reaches seventy-nine (79), and discomfort becomes more acute as the index climbs still higher. Infrequently in some parts of the United States, the Temperature/Humidity Index values reach as high as ninety (90).

Several equations which may be used to compute Temperature/Humidity Index values are given below. The choice of the one used will depend on the observational data available.

$$\text{T.H.I.} = 0.4 (\text{td} + \text{tw}) + 15$$

$$\text{T.H.I.} = .55 \text{td} + .2 \text{tdp} + 17.5$$

$$\text{T.H.I.} = \text{td} - (0.55\text{RH})(\text{td} - 58)$$

T.H.I. is Temperature/Humidity Index; td is dry bulb (air) temperature in Fahrenheit degrees; tw is wet bulb temperature in Fahrenheit degrees; tdp is dew point temperature in Fahrenheit degrees; RH is relative humidity expressed in decimals (e.g., 0.65 is used for 65%).

APPENDIX 2
SALARY SCHEDULE

Hired on or Before December 31, 2013

Hired on or after January 1, 2014

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

BLUE COLLAR GRADE, TITLE AND WAGE LISTING

| GRADE AND JOB TITLE | STEP | 2017 | 2018 | 2019 |
|---|-------------|-------------|-------------|-------------|
| GRADE 1 Building Service Worker | 1 | 34,613 | 35,253 | 35,905 |
| | 2 | 35,621 | 36,280 | 36,951 |
| | 3 | 36,630 | 37,307 | 37,998 |
| | 4 | 37,584 | 38,279 | 38,987 |
| | 5 | 38,538 | 39,251 | 39,977 |
| | 6 | 39,494 | 40,225 | 40,969 |
| | 7 | 40,450 | 41,198 | 41,960 |
| | 8 | 41,405 | 42,171 | 42,951 |
| | 9 | 42,360 | 43,143 | 43,942 |
| | 10 | 43,315 | 44,116 | 44,932 |
| | 11 | 44,270 | 45,089 | 45,923 |
| | 12 | 46,179 | 47,034 | 47,904 |
| GRADE 2 Laborer 1 | 1 | 35,979 | 36,645 | 37,322 |
| | 2 | 37,189 | 37,877 | 38,578 |
| | 3 | 38,400 | 39,110 | 39,834 |
| | 4 | 39,610 | 40,342 | 41,089 |
| | 5 | 40,819 | 41,574 | 42,343 |
| | 6 | 42,029 | 42,806 | 43,598 |
| | 7 | 43,239 | 44,038 | 44,853 |
| | 8 | 44,448 | 45,271 | 46,108 |
| | 9 | 45,658 | 46,503 | 47,363 |
| | 10 | 46,868 | 47,735 | 48,619 |
| | 11 | 48,079 | 48,968 | 49,874 |
| | 12 | 50,501 | 51,436 | 52,387 |
| GRADE 3 Road Repairer 1 Maintenance Worker 2, Grounds Tree Maintenance Worker 1 | 1 | 40,033 | 40,774 | 41,528 |
| | 2 | 41,467 | 42,234 | 43,015 |
| | 3 | 42,901 | 43,694 | 44,503 |
| | 4 | 44,336 | 45,156 | 45,991 |
| | 5 | 45,771 | 46,618 | 47,480 |
| | 6 | 47,206 | 48,079 | 48,968 |
| | 7 | 48,640 | 49,540 | 50,456 |
| | 8 | 50,075 | 51,001 | 51,944 |
| | 9 | 51,509 | 52,462 | 53,432 |
| | 10 | 52,943 | 53,923 | 54,920 |
| | 11 | 54,378 | 55,384 | 56,409 |
| | 12 | 57,256 | 58,316 | 59,394 |

APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013

| | | | | |
|-------------------------------|-----------|---------------|---------------|---------------|
| GRADE 4 | 1 | 35,979 | 36,645 | 37,322 |
| Maintenance Worker 1, Grounds | 2 | 37,186 | 37,874 | 38,575 |
| | 3 | 38,394 | 39,104 | 39,827 |
| | 4 | 39,601 | 40,334 | 41,080 |
| | 5 | 40,808 | 41,563 | 42,332 |
| | 6 | 42,016 | 42,794 | 43,585 |
| | 7 | 43,224 | 44,024 | 44,839 |
| | 8 | 44,433 | 45,255 | 46,093 |
| | 9 | 45,642 | 46,487 | 47,347 |
| | 10 | 46,849 | 47,715 | 48,598 |
| | 11 | 48,055 | 48,944 | 49,850 |
| | 12 | 53,449 | 54,438 | 55,445 |
| | | | | |
| GRADE 5 | 1 | 42,203 | 42,983 | 43,779 |
| Maintenance Repairer | 2 | 43,657 | 44,464 | 45,287 |
| | 3 | 45,111 | 45,945 | 46,795 |
| | 4 | 46,565 | 47,426 | 48,304 |
| | 5 | 48,019 | 48,907 | 49,812 |
| | 6 | 49,472 | 50,388 | 51,320 |
| | 7 | 50,926 | 51,868 | 52,827 |
| | 8 | 52,379 | 53,348 | 54,335 |
| | 9 | 53,832 | 54,828 | 55,843 |
| | 10 | 55,287 | 56,310 | 57,352 |
| | 11 | 56,742 | 57,792 | 58,861 |
| | 12 | 59,648 | 60,751 | 61,875 |
| | | | | |
| GRADE 6 | 1 | 40,033 | 40,774 | 41,528 |
| Road Repairer 2 | 2 | 41,388 | 42,154 | 42,934 |
| Tree maintenance Worker 2 | 3 | 42,743 | 43,534 | 44,340 |
| Mason | 4 | 44,288 | 45,107 | 45,942 |
| | 5 | 45,832 | 46,680 | 47,544 |
| | 6 | 47,372 | 48,249 | 49,141 |
| | 7 | 48,912 | 49,817 | 50,738 |
| | 8 | 50,452 | 51,385 | 52,336 |
| | 9 | 51,992 | 52,953 | 53,933 |
| | 10 | 53,532 | 54,523 | 55,531 |
| | 11 | 55,073 | 56,092 | 57,129 |
| | 12 | 58,510 | 59,592 | 60,695 |

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

| | | | | |
|--------------------------------------|-----------|---------------|---------------|---------------|
| GRADE 7 | 1 | 40,033 | 40,774 | 41,528 |
| Senior Recreation Maintenance Worker | 2 | 41,255 | 42,018 | 42,795 |
| Senior Park Maintenance Worker | 3 | 42,476 | 43,262 | 44,062 |
| | 4 | 43,698 | 44,507 | 45,330 |
| | 5 | 44,921 | 45,752 | 46,598 |
| | 6 | 46,143 | 46,997 | 47,866 |
| | 7 | 47,365 | 48,241 | 49,134 |
| | 8 | 48,587 | 49,485 | 50,401 |
| | 9 | 49,808 | 50,730 | 51,668 |
| | 10 | 51,030 | 51,974 | 52,936 |
| | 11 | 52,253 | 53,219 | 54,204 |
| | 12 | 54,699 | 55,711 | 56,741 |

| | | | | |
|--|-----------|---------------|---------------|---------------|
| GRADE 8 | 1 | 42,203 | 42,983 | 43,779 |
| Traffic Maintenance Worker | 2 | 43,808 | 44,618 | 45,444 |
| Motor Broom Driver | 3 | 45,413 | 46,253 | 47,108 |
| Assistant Supervisor Parks/Assistant Supervisor Bu | 4 | 47,019 | 47,889 | 48,775 |
| Assistant Supervising Maintenance Repairer | 5 | 48,626 | 49,525 | 50,442 |
| Assitant Supervisor Traffic Maintenance | 6 | 50,231 | 51,160 | 52,107 |
| | 7 | 51,836 | 52,795 | 53,772 |
| | 8 | 53,441 | 54,430 | 55,437 |
| | 9 | 55,046 | 56,064 | 57,102 |
| | 10 | 56,652 | 57,700 | 58,767 |
| | 11 | 58,258 | 59,335 | 60,433 |
| | 12 | 61,475 | 62,612 | 63,770 |

| | | | | |
|---|-----------|---------------|---------------|---------------|
| GRADE 9 | 1 | 42,203 | 42,983 | 43,779 |
| Heavy Equipment Operator | 2 | 44,295 | 45,114 | 45,949 |
| Senior Maintenance Repairer | 3 | 46,387 | 47,245 | 48,120 |
| Senior Maintenance Repairer/Electrician | 4 | 48,480 | 49,377 | 50,290 |
| | 5 | 50,572 | 51,508 | 52,461 |
| | 6 | 52,664 | 53,638 | 54,630 |
| | 7 | 54,755 | 55,768 | 56,800 |
| | 8 | 56,849 | 57,901 | 58,972 |
| | 9 | 58,943 | 60,034 | 61,144 |
| | 10 | 61,035 | 62,164 | 63,314 |
| | 11 | 63,126 | 64,294 | 65,484 |
| | 12 | 67,319 | 68,564 | 69,833 |

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

| | | | | |
|-----------------|-----------|---------------|---------------|---------------|
| GRADE 10 | 1 | 40,033 | 40,774 | 41,528 |
| Mechanic Hepler | 2 | 40,983 | 41,742 | 42,514 |
| | 3 | 41,934 | 42,710 | 43,500 |
| | 4 | 43,071 | 43,868 | 44,680 |
| | 5 | 44,208 | 45,026 | 45,859 |
| | 6 | 45,479 | 46,320 | 47,177 |
| | 7 | 46,749 | 47,614 | 48,495 |
| | 8 | 48,022 | 48,911 | 49,815 |
| | 9 | 49,296 | 50,208 | 51,136 |
| | 10 | 50,567 | 51,503 | 52,456 |
| | 11 | 51,839 | 52,798 | 53,775 |
| | 12 | 54,382 | 55,388 | 56,413 |

| | | | | |
|--------------------------------|-----------|---------------|---------------|---------------|
| GRADE 11 | 1 | 40,700 | 41,453 | 42,220 |
| Senior Building Service Worker | 2 | 41,317 | 42,081 | 42,860 |
| | 3 | 41,934 | 42,710 | 43,500 |
| | 4 | 42,979 | 43,774 | 44,584 |
| | 5 | 44,025 | 44,839 | 45,669 |
| | 6 | 45,071 | 45,905 | 46,754 |
| | 7 | 46,117 | 46,970 | 47,839 |
| | 8 | 47,163 | 48,036 | 48,924 |
| | 9 | 48,209 | 49,101 | 50,010 |
| | 10 | 49,255 | 50,167 | 51,095 |
| | 11 | 50,302 | 51,232 | 52,180 |
| | 12 | 52,394 | 53,364 | 54,351 |

| | | | | |
|-----------------|-----------|---------------|---------------|---------------|
| GRADE 12 | 1 | 43,287 | 44,088 | 44,904 |
| Mechanic | 2 | 45,289 | 46,127 | 46,980 |
| | 3 | 47,291 | 48,166 | 49,057 |
| | 4 | 49,294 | 50,206 | 51,135 |
| | 5 | 51,297 | 52,246 | 53,212 |
| | 6 | 53,298 | 54,284 | 55,288 |
| | 7 | 55,299 | 56,322 | 57,364 |
| | 8 | 57,303 | 58,363 | 59,442 |
| | 9 | 59,306 | 60,403 | 61,521 |
| | 10 | 61,309 | 62,443 | 63,598 |
| | 11 | 63,312 | 64,483 | 65,676 |
| | 12 | 67,319 | 68,564 | 69,833 |

**APPENDIX 2 SALARY SCHEDULE
HIRED ON OR BEFORE DECEMBER 31, 2013**

| | | | | |
|----------------------------|-----------|---------------|---------------|---------------|
| GRADE 13 | 1 | 46,540 | 47,401 | 48,278 |
| Mechanic Diesel/Hydraulics | 2 | 48,482 | 49,379 | 50,292 |
| | 3 | 50,424 | 51,357 | 52,307 |
| | 4 | 52,367 | 53,335 | 54,322 |
| | 5 | 54,309 | 55,313 | 56,337 |
| | 6 | 56,251 | 57,292 | 58,352 |
| | 7 | 58,193 | 59,270 | 60,366 |
| | 8 | 60,135 | 61,247 | 62,380 |
| | 9 | 62,076 | 63,225 | 64,394 |
| | 10 | 64,019 | 65,204 | 66,410 |
| | 11 | 65,962 | 67,182 | 68,425 |
| | 12 | 69,850 | 71,142 | 72,459 |

| | | | | |
|-------------------------------------|-----------|---------------|---------------|---------------|
| GRADE 14 | 1 | 49,791 | 50,712 | 51,650 |
| Senior Mechanic | 2 | 51,673 | 52,629 | 53,603 |
| Road Repairer 3 | 3 | 53,556 | 54,547 | 55,556 |
| Asst Supervisor Traffic Maintenance | 4 | 55,438 | 56,464 | 57,508 |
| | 5 | 57,321 | 58,381 | 59,461 |
| | 6 | 59,203 | 60,299 | 61,414 |
| | 7 | 61,086 | 62,216 | 63,367 |
| | 8 | 62,967 | 64,132 | 65,318 |
| | 9 | 64,848 | 66,047 | 67,269 |
| | 10 | 66,730 | 67,965 | 69,222 |
| | 11 | 68,613 | 69,882 | 71,175 |
| | 12 | 72,380 | 73,719 | 75,083 |

| | | | | |
|------------------------|-----------|---------------|---------------|---------------|
| GRADE 15 | 1 | 49,791 | 50,712 | 51,650 |
| Senior Mechanic Diesel | 2 | 51,897 | 52,857 | 53,835 |
| | 3 | 54,004 | 55,003 | 56,020 |
| | 4 | 56,110 | 57,148 | 58,206 |
| | 5 | 58,217 | 59,294 | 60,391 |
| | 6 | 60,324 | 61,440 | 62,577 |
| | 7 | 62,431 | 63,586 | 64,763 |
| | 8 | 64,538 | 65,732 | 66,948 |
| | 9 | 66,644 | 67,877 | 69,133 |
| | 10 | 68,751 | 70,023 | 71,318 |
| | 11 | 70,857 | 72,168 | 73,503 |
| | 12 | 75,068 | 76,456 | 77,871 |

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

BLUE COLLAR GRADE, TITLE AND WAGE LISTING

| GRADE AND JOB TITLE | STEP | <u>2017</u> | <u>2018</u> | <u>2019</u> |
|---|-------------|--------------------|--------------------|--------------------|
| GRADE 1 Building Service Worker | 1 | 32,601 | 32,601 | 32,601 |
| | 2 | 33,550 | 33,550 | 33,550 |
| | 3 | 34,500 | 34,500 | 34,500 |
| | 4 | 35,399 | 35,399 | 35,399 |
| | 5 | 36,298 | 36,298 | 36,298 |
| | 6 | 37,198 | 37,198 | 37,198 |
| | 7 | 38,098 | 38,098 | 38,098 |
| | 8 | 38,998 | 38,998 | 38,998 |
| | 9 | 39,897 | 39,897 | 39,897 |
| | 10 | 40,797 | 40,797 | 40,797 |
| | 11 | 41,696 | 41,696 | 41,696 |
| | 12 | 46,179 | 47,034 | 47,904 |
| GRADE 2 Laborer 1 | 1 | 33,887 | 33,887 | 33,887 |
| | 2 | 35,027 | 35,027 | 35,027 |
| | 3 | 36,167 | 36,167 | 36,167 |
| | 4 | 37,307 | 37,307 | 37,307 |
| | 5 | 38,446 | 38,446 | 38,446 |
| | 6 | 39,586 | 39,586 | 39,586 |
| | 7 | 40,725 | 40,725 | 40,725 |
| | 8 | 41,864 | 41,864 | 41,864 |
| | 9 | 43,004 | 43,004 | 43,004 |
| | 10 | 44,144 | 44,144 | 44,144 |
| | 11 | 45,284 | 45,284 | 45,284 |
| | 12 | 50,501 | 51,436 | 52,387 |
| GRADE 3 Road Repairer 1 Maintenance Worker 2, Grounds Tree Maintenance Worker 1 | 1 | 37,706 | 37,706 | 37,706 |
| | 2 | 39,056 | 39,056 | 39,056 |
| | 3 | 40,407 | 40,407 | 40,407 |
| | 4 | 41,758 | 41,758 | 41,758 |
| | 5 | 43,110 | 43,110 | 43,110 |
| | 6 | 44,461 | 44,461 | 44,461 |
| | 7 | 45,812 | 45,812 | 45,812 |
| | 8 | 47,163 | 47,163 | 47,163 |
| | 9 | 48,514 | 48,514 | 48,514 |
| | 10 | 49,866 | 49,866 | 49,866 |
| | 11 | 51,217 | 51,217 | 51,217 |
| | 12 | 57,256 | 58,316 | 59,394 |

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

| | | | | |
|-------------------------------|--------------|-------------------|-------------------|-------------------|
| GRADE 4 | 1 | 33,887 | 33,887 | 33,887 |
| Maintenance Worker 1, Grounds | 2 | 35,024 | 35,024 | 35,024 |
| | 3 | 36,162 | 36,162 | 36,162 |
| | 4 | 37,299 | 37,299 | 37,299 |
| | 5 | 38,436 | 38,436 | 38,436 |
| | 6 | 39,574 | 39,574 | 39,574 |
| | 7 | 40,712 | 40,712 | 40,712 |
| | 8 | 41,850 | 41,850 | 41,850 |
| | 9 | 42,989 | 42,989 | 42,989 |
| | 10 | 44,125 | 44,125 | 44,125 |
| | 11 | 45,262 | 45,262 | 45,262 |
| | 12 | 53,449 | 54,438 | 55,445 |
| GRADE 5 | 1 | 39,749 | 39,749 | 39,749 |
| Maintenance Repairer | 2 | 41,119 | 41,119 | 41,119 |
| | 3 | 42,488 | 42,488 | 42,488 |
| | 4 | 43,858 | 43,858 | 43,858 |
| | 5 | 45,227 | 45,227 | 45,227 |
| | 6 | 46,596 | 46,596 | 46,596 |
| | 7 | 47,965 | 47,965 | 47,965 |
| | 8 | 49,334 | 49,334 | 49,334 |
| | 9 | 50,703 | 50,703 | 50,703 |
| | 10 | 52,073 | 52,073 | 52,073 |
| | 11 | 53,444 | 53,444 | 53,444 |
| | 12 | 59,648 | 60,751 | 61,875 |
| GRADE 6 | 1 | 37,706 | 37,706 | 37,706 |
| Road Repairer 2 | 2 | 38,982 | 38,982 | 38,982 |
| Tree maintenance Worker 2 | 3 | 40,258 | 40,258 | 40,258 |
| Mason | 4 | 41,713 | 41,713 | 41,713 |
| | 5 | 43,168 | 43,168 | 43,168 |
| | 6 | 44,618 | 44,618 | 44,618 |
| | 7 | 46,068 | 46,068 | 46,068 |
| | 8 | 47,519 | 47,519 | 47,519 |
| | 9 | 48,969 | 48,969 | 48,969 |
| | 10 | 50,420 | 50,420 | 50,420 |
| | 11 | 51,871 | 51,871 | 51,871 |
| | 12 | 58,510 | 59,592 | 60,695 |

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

| | | | | |
|--|--------------|-------------------|-------------------|-------------------|
| GRADE 7 | 1 | 37,706 | 37,706 | 37,706 |
| Senior Recreation Maintenance Worker | 2 | 38,856 | 38,856 | 38,856 |
| Senior Park Maintenance Worker | 3 | 40,007 | 40,007 | 40,007 |
| | 4 | 41,158 | 41,158 | 41,158 |
| | 5 | 42,309 | 42,309 | 42,309 |
| | 6 | 43,460 | 43,460 | 43,460 |
| | 7 | 44,612 | 44,612 | 44,612 |
| | 8 | 45,762 | 45,762 | 45,762 |
| | 9 | 46,912 | 46,912 | 46,912 |
| | 10 | 48,064 | 48,064 | 48,064 |
| | 11 | 49,215 | 49,215 | 49,215 |
| | 12 | 54,699 | 55,711 | 56,741 |
| GRADE 8 | 1 | 39,749 | 39,749 | 39,749 |
| Traffic Maintenance Worker | 2 | 41,261 | 41,261 | 41,261 |
| Motor Broom Driver | 3 | 42,773 | 42,773 | 42,773 |
| Assistant Supervisor Parks/Assistant Supervisor Bu | 4 | 44,286 | 44,286 | 44,286 |
| Assistant Supervising Maintenance Repairer | 5 | 45,799 | 45,799 | 45,799 |
| Assistant Supervisor Traffic Maintenance | 6 | 47,311 | 47,311 | 47,311 |
| | 7 | 48,822 | 48,822 | 48,822 |
| | 8 | 50,334 | 50,334 | 50,334 |
| | 9 | 51,846 | 51,846 | 51,846 |
| | 10 | 53,358 | 53,358 | 53,358 |
| | 11 | 54,871 | 54,871 | 54,871 |
| | 12 | 61,475 | 62,612 | 63,770 |
| GRADE 9 | 1 | 39,749 | 39,749 | 39,749 |
| Heavy Equipment Operator | 2 | 41,720 | 41,720 | 41,720 |
| Senior Maintenance Repairer | 3 | 43,691 | 43,691 | 43,691 |
| Senior Maintenance Repairer/Electrician | 4 | 45,661 | 45,661 | 45,661 |
| | 5 | 47,632 | 47,632 | 47,632 |
| | 6 | 49,602 | 49,602 | 49,602 |
| | 7 | 51,572 | 51,572 | 51,572 |
| | 8 | 53,544 | 53,544 | 53,544 |
| | 9 | 55,516 | 55,516 | 55,516 |
| | 10 | 57,486 | 57,486 | 57,486 |
| | 11 | 59,456 | 59,456 | 59,456 |
| | 12 | 67,319 | 68,564 | 69,833 |

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

| | | | | |
|--------------------------------|----|--------|--------|--------|
| GRADE 10 | | | | |
| Mechanic Hepler | 1 | 37,706 | 37,706 | 37,706 |
| | 2 | 38,601 | 38,601 | 38,601 |
| | 3 | 39,496 | 39,496 | 39,496 |
| | 4 | 40,567 | 40,567 | 40,567 |
| | 5 | 41,638 | 41,638 | 41,638 |
| | 6 | 42,835 | 42,835 | 42,835 |
| | 7 | 44,031 | 44,031 | 44,031 |
| | 8 | 45,230 | 45,230 | 45,230 |
| | 9 | 46,430 | 46,430 | 46,430 |
| | 10 | 47,628 | 47,628 | 47,628 |
| | 11 | 48,825 | 48,825 | 48,825 |
| | 12 | 54,382 | 55,388 | 56,413 |
| GRADE 11 | | | | |
| Senior Building Service Worker | 1 | 38,334 | 38,334 | 38,334 |
| | 2 | 38,915 | 38,915 | 38,915 |
| | 3 | 39,496 | 39,496 | 39,496 |
| | 4 | 40,481 | 40,481 | 40,481 |
| | 5 | 41,465 | 41,465 | 41,465 |
| | 6 | 42,451 | 42,451 | 42,451 |
| | 7 | 43,436 | 43,436 | 43,436 |
| | 8 | 44,421 | 44,421 | 44,421 |
| | 9 | 45,407 | 45,407 | 45,407 |
| | 10 | 46,392 | 46,392 | 46,392 |
| | 11 | 47,377 | 47,377 | 47,377 |
| | 12 | 52,394 | 53,364 | 54,351 |
| GRADE 12 | | | | |
| Mechanic | 1 | 40,771 | 40,771 | 40,771 |
| | 2 | 42,656 | 42,656 | 42,656 |
| | 3 | 44,542 | 44,542 | 44,542 |
| | 4 | 46,428 | 46,428 | 46,428 |
| | 5 | 48,315 | 48,315 | 48,315 |
| | 6 | 50,199 | 50,199 | 50,199 |
| | 7 | 52,084 | 52,084 | 52,084 |
| | 8 | 53,971 | 53,971 | 53,971 |
| | 9 | 55,858 | 55,858 | 55,858 |
| | 10 | 57,745 | 57,745 | 57,745 |
| | 11 | 59,631 | 59,631 | 59,631 |
| | 12 | 67,319 | 68,564 | 69,833 |

**APPENDIX 2-A SALARY SCHEDULE
HIRED ON OR AFTER JANUARY 1, 2014**

| | | | | |
|-------------------------------------|-----------|---------------|---------------|---------------|
| GRADE 13 | 1 | 43,834 | 43,834 | 43,834 |
| Mechanic Diesel/Hydraulics | 2 | 45,664 | 45,664 | 45,664 |
| | 3 | 47,493 | 47,493 | 47,493 |
| | 4 | 49,322 | 49,322 | 49,322 |
| | 5 | 51,151 | 51,151 | 51,151 |
| | 6 | 52,981 | 52,981 | 52,981 |
| | 7 | 54,810 | 54,810 | 54,810 |
| | 8 | 56,639 | 56,639 | 56,639 |
| | 9 | 58,467 | 58,467 | 58,467 |
| | 10 | 60,297 | 60,297 | 60,297 |
| | 11 | 62,127 | 62,127 | 62,127 |
| | 12 | 69,850 | 71,142 | 72,459 |
| | | | | |
| GRADE 14 | 1 | 46,896 | 46,896 | 46,896 |
| Senior Mechanic | 2 | 48,669 | 48,669 | 48,669 |
| Road Repairer 3 | 3 | 50,442 | 50,442 | 50,442 |
| Asst Supervisor Traffic Maintenance | 4 | 52,215 | 52,215 | 52,215 |
| | 5 | 53,988 | 53,988 | 53,988 |
| | 6 | 55,761 | 55,761 | 55,761 |
| | 7 | 57,535 | 57,535 | 57,535 |
| | 8 | 59,306 | 59,306 | 59,306 |
| | 9 | 61,078 | 61,078 | 61,078 |
| | 10 | 62,851 | 62,851 | 62,851 |
| | 11 | 64,624 | 64,624 | 64,624 |
| | 12 | 72,380 | 73,719 | 75,083 |
| | | | | |
| GRADE 15 | 1 | 46,896 | 46,896 | 46,896 |
| Senior Mechanic Diesel | 2 | 48,880 | 48,880 | 48,880 |
| | 3 | 50,864 | 50,864 | 50,864 |
| | 4 | 52,848 | 52,848 | 52,848 |
| | 5 | 54,832 | 54,832 | 54,832 |
| | 6 | 56,817 | 56,817 | 56,817 |
| | 7 | 58,802 | 58,802 | 58,802 |
| | 8 | 60,786 | 60,786 | 60,786 |
| | 9 | 62,770 | 62,770 | 62,770 |
| | 10 | 64,754 | 64,754 | 64,754 |
| | 11 | 66,738 | 66,738 | 66,738 |
| | 12 | 75,068 | 76,456 | 77,871 |

APPENDIX 3
HEALTH BENEFITS

**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX A-1**

| Pension Allowance or Salary Range | Year 4 |
|--------------------------------------|--------|
| less than 25,000 | 3% |
| 25,000 - 29,999.99 | 4% |
| 30,000 - 34,999.99 | 5% |
| 35,000 - 39,999.99 | 6% |
| 40,000 - 44,999.99 | 7% |
| 45,000 - 49,999.99 | 9% |
| 50,000 - 54,999.99 | 12% |
| 55,000 - 59,999.99 | 14% |
| 60,000 - 64,999.99 | 17% |
| 65,000 - 69,999.99 | 19% |
| 70,000 - 74,999.99 | 22% |
| 75,000 - 79,999.99 | 23% |
| 80,000 - 84,999.99 | 24% |
| 85,000 - 89,999.99 | 26% |
| 90,000 - 94,999.99 | 28% |
| 95,000 - 99,999.99 | 29% |
| 100,000 - 109,999.99 | 32% |
| 110,000 and over | 35% |

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR MEMBER/SPOUSE/PARTNER
OR PARENT/CHILD COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX A-2**

| Pension Allowance or Salary Range | Year 4 |
|--------------------------------------|--------|
| less than 25,000 | 3.50% |
| 25,000 - 9,999.99 | 4.50% |
| 30,000 - 34,999.99 | 6.00% |
| 35,000 - 39,999.99 | 7.00% |
| 40,000 - 44,999.99 | 8.00% |
| 45,000 - 49,999.99 | 10.00% |
| 50,000 - 54,999.99 | 15.00% |
| 55,000 - 59,999.99 | 17.00% |
| 60,000 - 64,999.99 | 21.00% |
| 65,000 - 69,999.99 | 23.00% |
| 70,000 - 74,999.99 | 26.00% |
| 75,000 - 79,999.99 | 27.00% |
| 80,000 - 84,999.99 | 28.00% |
| 85,000 - 99,999.99 | 30.00% |
| 100,000 and over | 35.00% |

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX A-3**

| Pension Allowance or Salary Range | Year 4 |
|--------------------------------------|--------|
| less than 20,000 | 4.50% |
| 20,000 - 24,999.99 | 5.50% |
| 25,000 - 29,999.99 | 7.50% |
| 30,000 - 34,999.99 | 10.00% |
| 35,000 - 39,999.99 | 11.00% |
| 40,000 - 44,999.99 | 12.00% |
| 45,000 - 49,999.99 | 14.00% |
| 50,000 - 54,999.99 | 20.00% |
| 55,000 - 59,999.99 | 23.00% |
| 60,000 - 64,999.99 | 27.00% |
| 65,000 - 69,999.99 | 29.00% |
| 70,000 - 74,999.99 | 32.00% |
| 75,000 - 79,999.99 | 33.00% |
| 80,000 - 94,999.99 | 34.00% |
| 95,000 and over | 35.00% |

*Member contribution is a minimum of 1.5% of base salary towards health benefits.