

July 1, 2019 - June 30, 2022

AGREEMENT

Between

The Town of Mansfield

And

**American Federation State County and Municipal Employees
Council 93, AFL-CIO, Local 1702, Department of Public Works**

THE TOWN OF MANSFIELD (HEREINAFTER REFERRED TO AS THE "TOWN") HEREBY RECOGNIZES LOCAL 1702, STATE COUNCIL 93, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, (HEREINAFTER REFERRED TO AS THE "UNION"), AS THE EXCLUSIVE BARGAINING AGENT FOR ALL EMPLOYEES OF THE PUBLIC WORKS DEPARTMENT (EXCLUSIVE OF THE DIRECTOR, DEPARTMENT AND DIVISION HEADS AND THEIR ASSISTANTS, AND OFFICE PERSONNEL) CONSISTING OF THE WATER DIVISION, THE WASTEWATER DIVISION, THE HIGHWAY DIVISION AND THE PUBLIC BUILDINGS AND SPECIAL PROJECTS DIVISION.

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ARTICLE 1
UNION DUES

During the term of this Agreement, employees may tender an initiation fee, monthly membership dues, and COPE contributions, to the Union by signing the authorization form(s) and, in accordance with the terms of the form, the employer agrees to deduct said dues/fees/contributions from the pay of each employee in the unit who signed the form and remit the aggregate amount to the Union along with a list of employees who had said dues/fees/contributions deducted.

Each employee in the bargaining unit who has chosen not to be a member of the Union, may voluntarily pay to the Union, which still has a legal obligation to represent non-Union members of the bargaining unit, an amount of money equal to the employee's pro rata share of the collective bargaining, contract administration and grievance administration costs borne by the Union, as calculated in accordance with M.G.L. Chapter 150E, Section 12. Said payment shall be authorized in writing by the employee and shall be deducted from his/her pay by the employer and remitted to the Union as described in the same manner as described in the first paragraph of this Article.

The Union hereby agrees to indemnify the employer and hold it harmless from any and all claims, liabilities or costs which may arise out of the enforcement of this Article.

ARTICLE 2
MANAGEMENT RIGHTS AND NO STRIKE

Subject to this Agreement and applicable law, all rights, functions and prerogatives of the employer formerly exercised or exercisable by the employer remain vested exclusively in the employer.

These rights, whether exercised or not, include without being limited to, all rights and powers given the employer by law, the right to operate, manage and control the department and its activities and to direct and control the work of its employees and the use of its properties, facilities and equipment; the right to establish such standards of performance as it may deem appropriate and to maintain discipline, order and efficiency; to determine methods and procedures and to direct employees; the right to discharge, suspend and reprimand (for just cause); the right to lay off employees for lack of work; the right to require reasonable overtime work; the right to promulgate and enforce all rules relating to policies, procedures and operations, safety measures and the right, generally, to control and supervise the department's operations and affairs.

The Union on its own behalf and on behalf of each of the employees that it represents, hereby agrees and covenants that during the term of this Agreement it will not authorize, approve, participate in or in any way encourage any strike, work stoppage, slowdown or the withholding of services, including paid extra-hour services from the employer, the Town of Mansfield.

ARTICLE 3
DISCRIMINATION AND COERCION

There shall be no discrimination by foremen, superintendents or other agents of the employer against any employee because of his activity or membership in the Union.

The employer further agrees that there will be no discrimination against any member for his adherence to any provision of this Agreement.

ARTICLE 4
GRIEVANCE AND ARBITRATION PROCEDURE

A grievance is defined as an alleged specific and direct violation of an express provision of this Agreement. The grievance shall identify the grievant and the remedy desired along with the specific article or section of the agreement that are alleged to be violated.

Step 1. The union steward or representative shall take up the grievance dispute with the Director within five (5) working days of the grievance or his knowledge of the grievance. The Director will respond within ten (10) working days. Both parties agree that every effort will be made to settle this dispute at this step. All grievances filed must be copied to the immediate supervisor.

Step 2. If the grievance has not been settled, it shall be presented in writing to the Town Manager within ten (10) working days of the Director's response. The Town Manager shall have fifteen (15) days to respond.

Step 3. If the grievance is still unsettled, either party may within thirty (30) days after the reply of the Town Manager is due, by written notice to the other, request arbitration.

The arbitration proceedings shall be conducted by the Labor Relations Connection pursuant to its rules and regulations. Its decision shall be final and binding upon the parties.

The expense for the arbitrator's services and the proceedings shall be borne equally by the employer and the Union. If either party desires a verbatim record of the proceedings, it may cause such record to be made, providing it pays for the record and makes copies available without charge to the other party and to the arbitrator.

In making his/her decisions the arbitrator shall not add to, subtract from or modify the terms of this Agreement. Furthermore, the scope of the arbitrator's power shall be limited to an interpretation of the express language contained in this Agreement.

A grievance not initiated within the times specified in the Steps 1, 2 and 3 shall be deemed waived unless both parties have agreed to an extension thereof in writing.

ARTICLE 5
JOB SECURITY

- A. Employees not on probation who are discharged or disciplined shall be given a written statement of the reasons for such action. New hires not already working for the Town shall serve a nine (9) month probationary period. This probationary period may be extended for an additional three (3) months, up to a maximum of twelve (12) months, with the agreement of the Town and the Union. During the probationary period, an employee may be discharged by the employer without specific or written reason. The discharge cannot be grieved, and will not be subject to arbitration. The employer agrees to provide a written review for an employee on probation at least every three (3) months for the duration of the nine (9) month probationary period. An employee on extended probations shall receive a written review at least monthly during such extension.
- B. Employees promoted to a new position and rate shall serve an additional six-month probationary period in such position and shall be evaluated by his/her immediate supervisor during each month of probation period. Employees shall be afforded a written report of his/her progress during such evaluation.
- C. This section shall not be construed to limit the employer's right to maintain discipline; order and efficiency; to determine methods and procedures and to direct employees; the right to discharge, suspend and reprimand (for just cause).

Step 1: Oral Warning: Division Operations Manager will hold a meeting with the employee and Division Foreman to discuss employee's actions. After such meeting, the Division Operations Manager/Division Foreman and employee will initial a form indicating that the employee has received and understands the oral warning. Upon the request of the employee, a union representative shall be present.

Step 2: Written Warning: After employee has received an oral warning, a written letter of reprimand shall be given and signed by the employee. This letter of reprimand shall remain in the employee's personnel file for one (1) year provided that no additional letters of reprimand have been issued to the employee within that time.

Step 3: Action: After steps 1 and 2 have been completed, Step 3 shall be a final letter of reprimand. If the reprimands are for similar issues, this letter may be accompanied by a suspension. The record of a suspension will be removed from the employees personnel file after three (3) years provided that no additional letter of reprimand or suspensions have been issued during that time.

The above action is subject to the Grievance procedure in Article IV.

ARTICLE 6
LONGEVITY

Effective July 1, 2017 longevity payments shall be rolled into the hourly base rate according to the following schedule:

After four (4) years of service	\$425.00 (20 cents per hour)
After nine (9) years of service	\$525.00 (25 cents per hour)
After fourteen (14) years of service	\$675.00 (32 cents per hour)
After nineteen (19) years of service	\$775.00 (37 cents per hour)
After twenty-four (24) years of service	\$900.00 (43 cents per hour)
After twenty-nine (29) years of service	\$1,000.00 (48 cents per hour)

It is agreed that the additional hourly amounts reflected above shall be added to an employee's rate of pay independent of, and after, the calculation of any across-the-board increases in each year of this and future contract settlements.

ARTICLE 7
SENIORITY

The length of service of the employee in the Bargaining Unit shall determine the seniority of the employee.

The principle of seniority shall govern and control in all cases of promotion within the Bargaining Unit, provided the employee is most qualified per Article VIII, as well as in the choice of vacation period and in any other matter in which preference is a factor.

ARTICLE 8
JOB POSTING AND BIDDING

When a position covered by this Agreement becomes vacant, if the Employer desires to fill such vacancy, such vacancy shall be posted in each DPW building and Town Hall, listing the pay, duties and qualifications, area, shift and days off. This notice of vacancy shall remain posted for seven (7) days.

Employees interested shall apply in writing within the seven (7) day period. Within fifteen (15) days of expiration of the posting period, the employer will award the position to the most senior applicant who is also the most qualified within the Bargaining Unit.

ARTICLE 9
COMPENSATION

Compensation for this three-year agreement shall be in accordance with the Wage Schedule attached hereto as Attachment B.

The steps consist of a base rate plus seven (7) steps. This wage schedule is in addition to any yearly increase, and is contingent on a satisfactory review. Reviews with written evaluations will be given within the two (2) year review period, on or about the employee's anniversary date. In any case, the review process should commence six (6) months prior to the anniversary date of the employee. Depending on the review, step increases will be granted every two years, commencing on the employee's anniversary date after the second anniversary of the implementation of this contract. The increase shall be based on a satisfactory review and shall be determined by criteria agreed to by management and the union. Management must review the employee at least once during the two (2) year period. The employee shall sign and retain a copy of the written review. Another copy shall be placed in his or her permanent file. If the employee qualified for an increase, it shall become effective on his/her anniversary date within the specified two-year period. In the event that management fails to properly review a union employee in a timely manner, that employee shall automatically advance to the next step in his/her wage scale.

It is anticipated that all new hires will begin at the base level, however, management reserves the right to hire an individual at a higher level depending on working experience and job specific knowledge. If that step is higher than the lowest paid union member in that grade, the union has the right to request that the lowest paid member be upgraded to that same level or challenge the decision of management.

The Union agrees that the Town may change pay from weekly to bi-weekly, without need for further bargaining, if Town obtains the agreement of all other unions to convert to bi-weekly pay, and so long as the Town provides a minimum of six (6) months advance notice to affected bargaining unit members, and makes the conversion to bi-weekly pay during a calendar month in which the employees will receive three (3) pay checks.

SPECIAL CONDITIONS:

- When the Public Works Director or the Division Manager designates a temporarily scheduled shift, the employees shall receive an additional sum as follows:

3:00 PM – 11:00 PM at \$1.00 per hour
11:00 PM – 7:00 AM at \$1.75 per hour
- Employees performing Class A driver or Tanker duties for four or more hours during a shift shall receive an additional 75 cents (.75¢) per hour for those hours.
- If an employee is requested to work temporarily in a position, which is above his classification, he shall receive the higher rate of pay for all hours worked. Management reserves the right to designate appropriate out of class pay grade with a minimum of \$1.00 per hour increase. Employees hired prior to July 1, 2009 will continue to be paid at the same step as previously paid. The Town

reserves the right to assign personnel to shift work without appointing an out of class Foreman.

- The Highway Vehicle Maintenance Foreman and Emergency Vehicle Technician and the Water Pollution Control Facility (WPCF) Mechanic Foreman and WPCF Equipment Mechanic, upon obtaining welding certification, will be paid the sum of \$1,500.00 per year in addition to their regular salary.
- Up to four (4) Water Division employees, upon obtaining a Backflow Preventer License, will be paid the sum of one thousand and five hundred (\$1,500.00) per year in addition to their regular pay for their performance of backflow testing for the Town. Written approval must be obtained from both the Water Operations Manager and the DPW Director prior to scheduling appropriate classes and tests.
- Up to two (2) Water Division employees, up to two (2) Wastewater Division employees, and up to two (2) Highway Division employees, who obtain a crane license will be paid the sum of \$750.00 per year in addition to their regular salary. Written approval must be obtained from the respective Operations Managers and the DPW Director prior to scheduling appropriate classes and tests.

Effective July 1, 2017 the following annual stipends shall be added to the hourly base rate as follows:

Crane License	\$750.00	(36 cents per hour)
Welding certification	\$1,500.00	(72 cents per hour)
Backflow Preventer	\$1,500.00	(72 cents per hour)

It is agreed that the additional hourly amounts reflected above shall be added to an employee's rate of pay independent of, and after, the calculation of any across-the-board increases in each year of this and future contract settlements.

- Town will pay for up to two (2) employees to obtain a Commonwealth of Massachusetts Pesticide Applicators License and pay extra to spray, \$2.00 per hour pay differential for approximately 60 hours per year for spraying.
- DPW Employees who are required to carry a pager or telephone when not at work will be allowed to take their assigned Town truck home at night. The use of Town vehicles must be strictly for Town purposes as per written Town Policy.
- Employees assigned to be responsible for SCADA monitoring and response will be paid 21 hours straight time per week. Assignments will be weekly, and pay will be based on 2 hours per day, Monday through Friday, and 5.5 hours for Saturday and Sunday. (Holidays will be paid at the weekend rate.) Employees will also be paid for callouts anytime they have to physically go to the site (must punch in and out). Employee assigned SCADA will also be provided with cell

phone for the week. Each Division Manager will determine and post minimum requirements for eligibility for participation. The Town intends to man the SCADA on a voluntary, rotational basis similar to and/or in conjunction with weekend shifts. (The Town will install a toll free line for SCADA.)

- Weekend Duty: Highway Division

Starting December 1 through April 1, no less than two (2) employees shall be available for weekend duty for snow and ice control. Compensation shall be \$200.00 for the period running from 3 p.m. Friday through 7 a.m. Monday. (In the event that Friday or Monday is a holiday, the employees shall receive an additional \$50 for that day). A rotating roster of qualified employees shall be maintained by the Highway Operations Manager.

The Union and the Town agree that the weekend duty is imperative for proper coverage and protection of the community during emergency conditions and employees on the roster must be available for call backs, unless a personal emergency occurs. Employees that will not be available for their weekend duty may request to be removed from the roster in advance of the weekend, subject to the approval of the Highway Operations Manager.

When any employee is put on stand-by status in addition to the employees who are on weekend duty, any and all employees required to be on standby, who are not called in for overtime on that day shall be compensated at the standby rate of \$75.00 per day. Management retains the right to determine when employees will be placed on stand-by status.

- When an employee works out of class performing the duties of the WPCF Computer Systems Technician, he/she shall receive an additional \$3.50 per hour for each hour performing such duties.
- If an Operator-in-Training acquires a Water T2/WPCF 5 license, he/she shall receive an additional \$.25 cents per hour. If an Operator-in-Training acquires a Water T3/WPCF 6 license, he/she shall receive an additional \$.25 cents per hour.

The employees in the following two (2) job classifications shall be upgraded as set forth below, effective July 1, 2016:

- (a) Senior Foreman equivalent to Chief Operator (i.e., to be moved to the same pay grade in attachment B).
- (b) Licensed Equipment Operator equivalent to Leadman (i.e., to be moved to the same pay grade in Attachment B).

Incumbents receiving the foregoing upgrades shall receive the July 1, 2016 salary increase as set forth in Item #5 applied to the existing FY16 base rate for the upgraded position.

ARTICLE 10
OVERTIME

Employees shall be paid overtime at one and one-half (1 ½) times their regular rate for all hours in excess of eight (8) hours in one (1) day and forty (40) hours in one (1) week, with the following exceptions:

Any employee who works twelve (12) consecutive hours or more shall be paid two (2) times their regular rate of pay for all hours in excess of twelve (12) hours, inclusive of their regularly scheduled shift.

- Any employee who receives two (2) times their regular rate of pay and is called back within six (6) hours of punching out, shall continue to be paid two (2) times their regular rate until they punch out and are off the clock for six (6) consecutive hours or more.
- Sundays and holidays will also be paid at two times their regular rate for overtime, except for scheduled weekend/holiday duty, (Water And Wastewater Divisions) which will continue to be paid at one and one-half (1 ½) times their regular rate.
- If employees are called back for overtime and punch in less than six (6) hours after their regularly scheduled shift ends, the hours will count towards the computation of double time after twelve hours. (Employees will not be paid for hours not worked.)

In the event that an employee is called in or scheduled for work outside his normal scheduled hours, he shall be guaranteed a minimum of four (4) hours pay at the prevailing rate. Time will start at punch in and going forward four (4) hours. The foregoing language shall not apply to scheduled work that is contiguous with an employee's shift.

Employees being paid for a four (4) hour call out shall not receive additional compensation or another call out if they are recalled within the original four (4) hour call out period. Employees being paid for a call-out shall remain available to work (or return to work) for the hours for which they are being paid.

The employer shall endeavor to distribute available working overtime fairly and equally among the employees desirous of working overtime and shall keep records of overtime on a monthly basis, which records shall be available for inspection by a representative of the Union at all reasonable times.

When management offers overtime opportunities, they shall be first offered to the employees who customarily perform such related work in the course of their employment. Involuntary overtime will be on the basis of seniority rotation. Management may require overtime if sufficient volunteers are not available.

When it is necessary to call in personnel from other areas to meet emergency conditions, such outside personnel shall be released from their work duties first when the workload lessens.

Employees, who refuse to work overtime as required by management during emergencies, shall be subject to disciplinary action. Emergencies shall include those described under this article, as well as any other condition, which may imperil the public health and safety of the community as determined by the DPW Director.

Approved leave with pay shall be synonymous with time worked for the purpose of this Agreement.

When an employee is out sick, he/she will not be called for any overtime. Any employee out on personal or vacation leave will be allowed overtime according to proper rotation procedure. This is not to be construed that an employee on vacation or personal leave MUST be called into work.

If management offers overtime to perform either a specialized or a general task and all personnel qualified to perform such a task decline the overtime, then management has the right to require an employee(s) to work the overtime. The least senior qualified employee, on a rotational basis, shall be required to work.

During the months of December through March, the Highway Senior Foreman will be paid one (1) hour overtime when he has to call in personnel outside of his regular shift. This only applies when he does not come into work himself. If multiple callouts are required during a one-hour period, they shall count as one for payment purposes.

In the event of extended emergencies, management reserves the right to designate shifts to allow rest periods for employees. The rest period will consist of sending the employee(s) home without pay, should the employee be sent home, this shall be done on a rotational basis. It is the intent of management to provide the town with balanced coverage as well as protecting the well being of its employees during emergencies.

When an employee is called in for any emergency overtime work at least eight (8) hours prior to the start of his/her regular shift, said employee shall remain on the appropriate overtime rate until dismissed for the day. It shall be management's option to have the employee remain at work for the balance of the shift or send that employee home. If the employee is sent home prior to the completion of his/her shift, he/she shall be compensated at his/her regular hourly rate for the balance of the shift.

ARTICLE 11 HOURS

The normal workweek shall consist of five (5) consecutive eight (8) hour days, Monday through Friday, inclusive, and each shift shall have a regular starting and quitting time.

Except for emergency situations, work schedules shall not be changed without posting at least three (3) days in advance; regular hours of work shall be continuous (except for lunch periods); no employee shall be required to work more than sixteen (16) hours in any twenty-four (24) hour period.

The employees' regular quitting time shall be 3:00 p.m., and they shall be entitled to a twenty (20) minute paid lunch period.

ARTICLE 12
MEALS

(Article deleted in prior contract)

ARTICLE 13
REST PERIODS

Employees' work schedules shall provide a fifteen (15) minute rest period between the hours of 9:00 AM and 9:30 AM. The immediate Supervisor must use good judgment in scheduling the break.

ARTICLE 14
CLEAN-UP TIME

Employees shall be granted a five (5) minute personal clean-up period prior to the end of each half-work shift.

Work schedules shall be arranged so employees may take advantage of this provision. The employer shall make the required facilities available.

ARTICLE 15
HEALTH AND WELFARE

It is agreed that should any changes occur in the statutes affecting health and welfare plans, this Agreement will be immediately reopened for negotiating on this subject.

Medical Insurance: The Town shall provide a prescription rider for all HMO plans.

The health insurance premium allocation shall be as follows:

Medical Insurance:
70% employer and 30% employee

Dental Insurance:

50% employer and 50% employee (note dental insurance shall provide significant coverage, equal to a typical tier four coverage plan).

Every eligible employee who does not subscribe to the Town's Health Insurance, ("subscription" includes participation by the employee in a spouse's health insurance plan where his/her spouse is also a Town employee), shall be paid a Health Insurance Stipend in the amount of forty-dollars (\$40) per week. This payment shall be paid as a stipend each pay period, and shall terminate immediately upon the employee subscribing to the Town's Health Insurance coverage. The Town reserves the right to require initial proof (and subsequent re-verification) of the fact that the employee maintains health insurance meeting the requirements of minimum creditable coverage through another source.

The Memorandum of Agreement Regarding Health Insurance (Attachment A) shall expire on July 1, 2014. The Union agrees that the health insurance mitigation program currently in effect shall be subject to discontinuation, at the sole option of the Town, on or after July 1, 2014. The Town states its intent to review current mitigation practices before that date and to formulate a proposal for a revised mitigation program. The Town agrees to provide advance notification of such program and to meet with the Union to bargain over the impact of such changes during the term of this contract. The Union acknowledges that such bargaining shall not reopen any other terms of the collective bargaining agreement. To the extent the Town formulates an employee committee to discuss potential changes to the mitigation fund, notice shall be provided to the Union, and its membership shall be eligible to participate on the same terms and conditions as members of other Town bargaining units, subject to applicable law.

ARTICLE 16 **UNIFORMS AND PROTECTIVE CLOTHING**

1. Employees covered hereunder shall be required to wear all uniforms, protective clothing and protective devices as assigned; failure to do so will be grounds for disciplinary action.
2. The following items will be provided by the employer on a repetitive basis according to the following schedule:
 - a) Jeans – six (6) per year
 - b) T-Shirts – six (6) per year
 - c) Sweatshirts – three (3) per year
 - d) Thermal Hooded Sweatshirts – two (2) per year
 - e) Jacket – one (1) every three (3) years
 - f) An employee may substitute one (1) additional sweatshirt and one (1) additional thermal hooded sweatshirt each year in lieu of receiving a jacket every three years.
3. The employer shall provide each employee in the WPCF Division and Mechanics in the Highway Division with rental uniforms consisting of eleven (11) pairs of work pants and shirts. Employees receiving the rental uniform will not be provided with Jeans as

outlined in section 2(a) above, but will be provided with items in sections 2(b) through 2(e) above.

4. In all cases (except rental uniforms), the cost of maintaining an employee's uniform in proper working condition (including tailoring, dry cleaning and laundering) shall be paid by the employee.
5. Articles of the uniform may be replaced due to being heavily soiled, worn or damaged due to the routine nature of the work. Replacements shall be at the discretion of the Division Managers.
6. The employer agrees to provide all material, equipment and tools required to perform the duties assigned to the employees covered by this Agreement.
7. The Town shall provide a yearly \$325.00 reimbursable work shoe and/or foot-related allowance. This change shall not apply retroactively. The Town will also arrange for one local boot supplier (as agreed to by the employees) where the employees can purchase their boots and the vendor will bill the Town. All boot purchases must be submitted by April 30th.

The parties agree that the uniforms and protective clothing set forth in Article 16 shall be made available to employees on or before October 1 of each year (except for the work shoe allowance which shall be paid per Item #7 of Article 16, and t-shirts which shall be provided on or before April 1 of each year).

ARTICLE 17
HOLIDAYS

All employees whose work is not required for the maintenance of essential services or emergencies shall have the day off and shall be paid at straight time for the following legal holidays:

New Year's Day	Martin Luther King Day	President's Day
Patriot's Day	Memorial Day	Independence Day
Labor Day	Columbus Day	Veteran's Day
Thanksgiving Day	Day after Thanksgiving Day	Christmas

If Presidents Day is changed back to Washington's Birthday the Town will observe the holiday on Washington's Birthday.

When employees are assigned to work on the above scheduled holidays, they shall be paid as follows: Straight time holiday pay plus appropriate overtime rate.

If a holiday occurs on Sunday and is observed on Monday, the Monday shall be considered the payroll holiday. If a holiday falls on a Saturday it will be observed on Friday and Friday shall be considered the payroll holiday.

In the event that an employee calls in sick the day before or the day after a recognized holiday, management reserves the right to deny the holiday pay to said employee. A statement from the employee's doctor would be considered just cause for being absent.

ARTICLE 18
SICK LEAVE

Employees shall be entitled to sick leave up to fifteen (15) days per annum and unused sick leave shall accumulate. For employees hired before July 1, 2011, the Employer, upon retirement or death of the employee (to the surviving spouse in the case of death), shall pay 20% of the total sick leave accumulated by the employee, up to a maximum of one hundred and seventy-three (173) days.

The employer may require the employee to verify his illness by a physician's certificate, which shall be secured at the employee's expense. Employees must notify their supervisors immediately of any sickness requiring absence. Abuse of sick leave shall be just cause for disciplinary action.

Employees who receive Workers' Compensation for injuries received from their employment may also receive the net difference between the Workers' Compensation payments and their regular weekly pay, which shall be charged to accumulated sick leave.

Commencing July 1, 1998, employees shall have the incentive option of exchanging for compensation a certain number of sick days based upon their attendance for the prior twelve months according to the following schedule:

<u>Number of Sick Days Used</u>	<u>Compensation Days</u>
0	6
1	5
2	4
3	3
4	1

Participation is restricted to employees having accrued more than sixty (60) days of sick leave and the compensation may not reduce an employee's accrual below sixty (60) days.

Any employee laid off and recalled per Article 31, will have the accumulated sick balance reinstated upon rehire.

ARTICLE 19
VACATION

The following schedule shall apply:

Employees are entitled to accrue monthly vacation each year of their employment (accrued on a prorated monthly basis), such accrued vacation time to be calculated on the normally scheduled work week (excludes unpaid leave and work related injury), calculated as of the anniversary date of appointment:

From 0 through 4 years	2 Weeks (one week of which may be taken after 6 months of service)
After 4 years	3 Weeks plus 1 day for each year of service over five years to a maximum of 5 weeks.
After 24 years	6 Weeks

The service shall be continuous and a week's vacation shall consist of five (5) working days.

Upon the death or retirement of an employee, an amount equivalent to his vested unused vacation for the year, apportioned to the date of retirement or death, will be paid to the employee or to his estate.

An employee may not carry-forward from one calendar year to the next calendar year an amount of vacation greater than his current annual accrual plus 15 days. At the conclusion of the calendar year, any accrued vacation time in excess of this amount will be forfeited by the employee.

Vacation usage shall be subject to prior notice, but in any case, not more than twice the period of the requested vacation. The above shall not apply to vacation of one (1) day or less.

Vacation requests for a given calendar year may be submitted by the end of February, after which time a vacation list will be prepared and posted with priority being based on seniority. Any requests after the end of February will be approved on a first come, first serve basis, if multiple requests are received on the same day for the same vacation period, the approval will be based on seniority.

ARTICLE 20

JURY DUTY

The employer shall make up the difference between the amount received by an employee for jury duty and his regular pay. The employer reserves the right to require documentation from the court or Commissioner of Jury Service reflecting the employee's jury service and any payments received by him/her for that service, including per diem payments, but excluding funds provided to the employee that are designated as a reimbursement for mileage, parking, meals or other actual expenses incurred.

ARTICLE 21 **SAFETY**

A Safety Committee composed of four (4) representatives of the Union, consisting of one (1) from each division and four (4) designees of management.

Said Committee shall approve its own chairman and meet regularly to review safety practices. It may draw up a safety code, which both parties to this Agreement agree to enforce.

ARTICLE 22 **BEREAVEMENT BENEFITS**

Employees shall be paid for up to five (5) regularly scheduled work days for time lost due to death of a spouse, child, parent, stepchild, brother, sister, grandparent, in-law (father, mother, brother, sister), significant personal relationship or household resident.

An employee whose presence is required at a funeral may be excused without loss of pay for the time attending the funeral, subject to the approval of the Town Manager.

ARTICLE 23 **FIRING SQUAD**

Any employee shall be permitted without loss of pay to serve upon any firing squad or other delegation at funerals of deceased veterans upon request of any properly authorized officer of any military organization of the Soldiers' Relief agent, subject to the approval of the DPW Director or his designee and the Town Manager.

ARTICLE 24 **PERSONAL LEAVE**

The Division Operations Manager shall grant an employee five (5) days leave of absence with pay each year for the purpose of conducting necessary and important personal business provided that the employee submits a timely written request as soon as possible in advance. In the event of an emergency, a telephone call may be accepted in lieu of a written request. The fifth personal day, if used, shall result in forfeiture of one accrued sick day. Said forfeiture of one sick day shall not impact the sick leave incentive found in Article 18 [Sick Leave].

ARTICLE 25
UNION REPRESENTATIVES

A written list of union stewards and other representatives shall be furnished to the employer immediately after their designation and the union shall notify the employer of any changes.

The above shall be granted reasonable time off during working hours to investigate and to settle grievances.

Chapter Chairman will be granted reasonable time off to attend meetings of state bodies without loss of pay subject to approval of the Town Manager. Such leave shall not exceed a cumulative total of three (3) days per calendar year.

ARTICLE 26
WORKING OUT OF CLASSIFICATION

(Incorporated into Article 9 Compensation)

ARTICLE 27
OTHER LEAVE

Officers and official representatives of the union shall be granted leave with pay for the following reasons:

- (1) To attend collective bargaining sessions;
- (2) Conferences and hearings before the Industrial Accident Board.

ARTICLE 28
MISCELLANEOUS PROVISIONS

(1) Bulletin Board - Announcements shall be posted in conspicuous places where employees enter or leave the premises. Parties to this Agreement, both of whom may use the bulletin boards for notices of a routine nature, agree that it would be improper to post denunciatory or inflammatory written material on such bulletin boards.

(2) Should any provision of this Agreement be found to be in violation of any federal or state law by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

(3) No Discrimination - The parties to this Agreement agree that they shall not discriminate against any person because of race, creed, color, sex or age and that such persons shall receive the full protection of this Agreement. The parties agree that an employee alleging a violation of this Section, (or any other form of discrimination or retaliation prohibited by law,) who files a charge with the Massachusetts Commission Against Discrimination (MCAD) and/or the Equal Employment Opportunity Commission (EEOC), or who files a claim of unlawful discrimination or retaliation in court, shall have elected an agency/judicial resolution of his/her claim, and the Union shall not thereafter file (or continue to pursue) a grievance or arbitration of such claimed violation under Article 4 of this Agreement. This language shall not prevent the Union from pursuing and arbitrating a grievance under Article 4 that is otherwise subject to grievance and arbitration under another applicable provision of the contract, even though the same or related facts constitute or support a pending discrimination or retaliation charge at the MCAD, EEOC or in court that is covered by the foregoing election of remedies language.

(4) Access to Premises - The employer agrees to permit representatives of the American Federation of State, County and Municipal Employees, AFL-CIO, and/or Council 93, and/or Local 1702 to enter the premises at any time for individual discussion of working conditions with employees, provided care is exercised by such representatives that they do not interfere with the performance of duties assigned to the employees and provided that such visitation is performed with advance notification to the Director or his designee at a mutually agreed-upon time.

(5) In the event an employee reports to his place of work at his regularly scheduled time and is sent home for lack of work, he shall be paid for eight (8) hours at the rate to which he would be entitled for his shift.

(6) No one outside the bargaining unit shall perform work normally done by those employees within the bargaining unit. This section shall not be construed to limit the Employer's right to subcontract work so long as the Employer complies with the law. If the decision to subcontract work results in any reduction in the workforce, the Town will negotiate with the Union over the impact of such a decision and make every effort to re-assign employees within the Town's Public Works Department.

(7) The Town agrees to pay for the employees' job-related license fees in connection with applications for certain licenses (e.g., water, sewer, hydraulics, hoisting). Should the Town require a license other than a Class B license, it will pay the difference between that required license fee and the Class III license fee. The Town will pay for the successful completion of any job-related examination. If an employee acquires a license that is over and above that which is required by their position, the Town will pay for the license fee, subject to the approval of the DPW Director.

(8) Due to health and safety laws, all water division or wastewater division unlicensed personnel required to work weekends and/or holidays shall be accompanied by a licensed operator.

(9) Any new or revised job descriptions within the bargaining unit shall be submitted to the union for its review and approval.

(10) Tuition - The Town may reimburse a permanent full time employee for tuition expenses for approved course work up to a maximum amount of \$2,500 (permanent part time employees who work twenty (20) hours or more are eligible on a pro-rata basis) in one fiscal year, provided the following conditions are met:

- (1) The employee secures written advance approval from the Town Manager;
- (2) The Town Manager determines that the course work is related to the employee's job;
- (3) The employee successfully completes the course with a grade of "C" or equivalent, or better;
- (4) Upon completion of the course, the employee is still employed by the Town of Mansfield; and
- (5) The employee furnishes appropriate documentation to the Town Manager after successful completion of the course.
- (6) An employee who successfully completes an approved course with a grade of "A" or equivalent will be reimbursed 100% of the cost of tuition, subject to the above limits and requirements. An employee who successfully completes an approved course with a grade of "B" or equivalent will be reimbursed 80% of the cost of tuition, subject to the above limits and requirements. An employee who successfully completes an approved course with a grade of "C" or equivalent will be reimbursed 50% of the cost of tuition, subject to the above limits and requirements. An employee who receives a "D" or "F" or otherwise fails to complete or pass an approved course shall not be entitled to reimbursement.

(11) Health Club Membership

The employer will reimburse an employee 90% for an individual annual gym or health club membership, not to exceed \$500 annually upon a paid receipt to the employer.

If an employee is eligible for reimbursement for health club membership dues under his or hers health plan that amount must be applied to the gym or health club cost with the difference (up to \$500) to be reimbursed by the employer; however the amount reimbursed by the health insurer and the employer shall not exceed \$650 combined. No employee may receive an amount from the employer and health insurer which exceeds the actual cost of individual membership. The employee is responsible for inquiring into and, if applicable, obtaining health club reimbursement from his or her health insurance provider.

If an employee obtains a family health club membership, the employee must provide the employer documentation from the health club detailing the individual and family rates and the employer will reimburse 90% of the individual rate up to \$500 annually.

(12) Injured-on-the-Job

If an employee is injured on the job, returns to work, and has any scheduled medical appointments related to the injury during working hours, the employee may attend the appointment without loss of pay or accrued time off.

(13) Performance Evaluation

The parties will work together to modernize the current performance evaluation form.

ARTICLE 29
DURATION

Effective Date - The signing of this Agreement by the authorized representatives of the union and the employer shall constitute the effective date of this Agreement.

Termination - This Agreement will remain in effect for three (3) fiscal years, July 1, 2019 through June 30, 2022. At the end of the last fiscal year, either party may terminate this Agreement provided such termination is transmitted through the registered U.S. Mails to the responsible signatories to the Agreement. In no case may a termination notice be sent less than thirty (30) days prior to the termination date herein agreed.

Renewal - Should neither party to this Agreement send a notice of termination as described above, this Agreement will be considered to have been automatically renewed for another fiscal year.

The parties receiving such notice of desired changes shall forthwith seek establishment of a meeting for purposes of discussion and amicable accommodation for the desired changes.

Nothing in the Article shall preclude the union from modifying any previous proposals during the course of the negotiations.

ARTICLE 30
STANDBY

(Incorporated into Article IX Compensation)

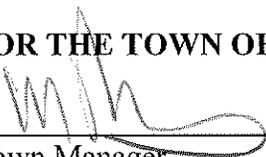
ARTICLE 31
LAYOFF/RECALL PROCEDURES

The employer retains the exclusive right to determine which positions are needed and which positions shall be eliminated. The principle of seniority shall govern and control in cases of reduction in the work force.

If actually laid off, said employees shall be eligible for recall for a period not to exceed (36) months. In the event of recall, employees shall be called back in the inverse order of their layoff.

This agreement entered into this 10th day of March, 2019. 2000

FOR THE TOWN OF MANSFIELD

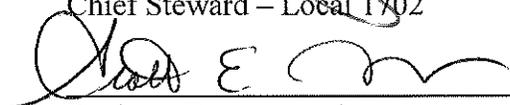


Town Manager

FOR THE UNION



Chief Steward – Local 1702



Business Representative

-Chairman – Local 1702

Negotiating Committee



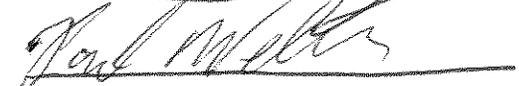
Brian Males



Kevin O'Donnell



Paul Males



Paul Males

ATTACHMENT B SALARY SCHEDULES

FY20 Hourly Rates 2.75%

Grade	Job Title	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
A	Groundskeeper	\$17.61	\$18.36	\$19.17	\$19.56	\$20.20	\$20.84	\$21.51	\$21.93
B	Laborer	\$19.79	\$20.67	\$21.53	\$21.96	\$22.71	\$23.44	\$24.15	\$24.63
B	Janitor	\$19.79	\$20.67	\$21.53	\$21.96	\$22.71	\$23.44	\$24.15	\$24.63
C	Skilled Laborer	\$21.41	\$22.40	\$23.37	\$23.81	\$24.61	\$25.38	\$26.19	\$26.73
D	Automotive Heavy Equipment Technician	\$23.97	\$25.04	\$26.13	\$26.65	\$27.53	\$28.44	\$29.31	\$29.90
D	Emergency Vehicle Technician	\$23.97	\$25.04	\$26.13	\$26.65	\$27.53	\$28.44	\$29.31	\$29.90
D	Public Buildings Tradesman	\$23.97	\$25.04	\$26.13	\$26.65	\$27.53	\$28.44	\$29.31	\$29.90
D	Traffic Technician	\$23.97	\$25.04	\$26.13	\$26.65	\$27.53	\$28.44	\$29.31	\$29.90
D	WPCF Mechanic	\$23.97	\$25.04	\$26.13	\$26.65	\$27.53	\$28.44	\$29.31	\$29.90
D	Meter Technician	\$23.97	\$25.04	\$26.13	\$26.65	\$27.53	\$28.44	\$29.31	\$29.90
E	Leadman	\$24.58	\$25.69	\$26.75	\$27.57	\$28.38	\$29.21	\$30.02	\$30.63
E	Licensed Equipment Operator	\$24.58	\$25.69	\$26.75	\$27.57	\$28.38	\$29.21	\$30.02	\$30.63
F	Foreman (Vehicle Maintenance, Construction, & Public Buildings)	\$26.36	\$27.52	\$28.67	\$29.25	\$30.20	\$31.18	\$32.19	\$32.83
F	Fleet Maintenance Foreman	\$26.36	\$27.52	\$28.67	\$29.25	\$30.20	\$31.18	\$32.19	\$32.83
F	WPCF Computer Systems Technician	\$26.36	\$27.52	\$28.67	\$29.25	\$30.20	\$31.18	\$32.19	\$32.83
G	WPCF Mechanic Foreman	\$27.81	\$29.08	\$30.32	\$30.92	\$31.93	\$32.98	\$34.00	\$34.68
G	Water Treatment Foreman	\$27.81	\$29.08	\$30.32	\$30.92	\$31.93	\$32.98	\$34.00	\$34.68
G	Water Distribution Foreman	\$27.81	\$29.08	\$30.32	\$30.92	\$31.93	\$32.98	\$34.00	\$34.68
H	Chief Operator	\$32.37	\$33.01	\$33.68	\$34.36	\$35.04	\$35.75	\$36.46	\$37.19
H	Senior Foreman	\$32.37	\$33.01	\$33.68	\$34.36	\$35.04	\$35.75	\$36.46	\$37.19
I	WPCF 2	\$21.92	\$22.77	\$23.58	\$24.42	\$25.26	\$26.08	\$26.92	\$27.45

J	WPCF 3	\$22.62	\$23.45	\$24.28	\$25.12	\$25.92	\$26.78	\$27.58	\$28.15
K	WPCF 4	\$23.15	\$24.18	\$25.20	\$25.73	\$26.58	\$27.44	\$28.29	\$28.86
K	Water 1	\$23.15	\$24.18	\$25.20	\$25.73	\$26.58	\$27.44	\$28.29	\$28.86
L	WPCF 5	\$24.13	\$25.20	\$26.26	\$26.84	\$27.70	\$28.61	\$29.48	\$30.06
L	Water 2	\$24.13	\$25.20	\$26.26	\$26.84	\$27.70	\$28.61	\$29.48	\$30.06
M	WPCF 6	\$24.68	\$25.79	\$26.86	\$27.43	\$28.33	\$29.25	\$30.15	\$30.75
M	Water 3	\$24.68	\$25.79	\$26.86	\$27.43	\$28.33	\$29.25	\$30.15	\$30.75
N	WPCF 7	\$25.81	\$26.94	\$28.11	\$28.52	\$29.50	\$30.54	\$31.55	\$32.19
N	Water 4	\$25.81	\$26.94	\$28.11	\$28.52	\$29.50	\$30.54	\$31.55	\$32.19

Laboratory Technician - Pay according to Grade of Operator's License held

Water Operator-in-Training - To start at Skilled Laborer rate and, upon obtaining Operator License, to be paid at Grade 1 Operator

FY21 Hourly Rates 2.75%

Grade	Job Title	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
A	Groundskeeper	\$18.10	\$18.87	\$19.70	\$20.10	\$20.76	\$21.41	\$22.10	\$22.53
B	Laborer	\$20.33	\$21.24	\$22.12	\$22.56	\$23.33	\$24.08	\$24.81	\$25.31
B	Janitor	\$20.33	\$21.24	\$22.12	\$22.56	\$23.33	\$24.08	\$24.81	\$25.31
C	Skilled Laborer	\$22.00	\$23.02	\$24.01	\$24.46	\$25.29	\$26.08	\$26.91	\$27.46
D	Automotive Heavy Equipment Technician	\$24.63	\$25.73	\$26.85	\$27.39	\$28.28	\$29.22	\$30.12	\$30.72
D	Emergency Vehicle Technician	\$24.63	\$25.73	\$26.85	\$27.39	\$28.28	\$29.22	\$30.12	\$30.72
D	Public Buildings Tradesman	\$24.63	\$25.73	\$26.85	\$27.39	\$28.28	\$29.22	\$30.12	\$30.72
D	Traffic Technician	\$24.63	\$25.73	\$26.85	\$27.39	\$28.28	\$29.22	\$30.12	\$30.72
D	WPCF Mechanic	\$24.63	\$25.73	\$26.85	\$27.39	\$28.28	\$29.22	\$30.12	\$30.72
D	Meter Technician	\$24.63	\$25.73	\$26.85	\$27.39	\$28.28	\$29.22	\$30.12	\$30.72
E	Leadman	\$25.25	\$26.39	\$27.48	\$28.33	\$29.16	\$30.02	\$30.85	\$31.47
E	Licensed Equipment Operator	\$25.25	\$26.39	\$27.48	\$28.33	\$29.16	\$30.02	\$30.85	\$31.47
F	Foreman (Vehicle Maintenance, Construction, & Public Buildings)	\$27.08	\$28.27	\$29.46	\$30.06	\$31.03	\$32.04	\$33.08	\$33.73
F	Fleet Maintenance Foreman	\$27.08	\$28.27	\$29.46	\$30.06	\$31.03	\$32.04	\$33.08	\$33.73
F	WPCF Computer Systems Technician	\$27.08	\$28.27	\$29.46	\$30.06	\$31.03	\$32.04	\$33.08	\$33.73
G	WPCF Mechanic Foreman	\$28.58	\$29.88	\$31.16	\$31.77	\$32.81	\$33.89	\$34.93	\$35.63
G	Water Treatment Foreman	\$28.58	\$29.88	\$31.16	\$31.77	\$32.81	\$33.89	\$34.93	\$35.63
G	Water Distribution Foreman	\$28.58	\$29.88	\$31.16	\$31.77	\$32.81	\$33.89	\$34.93	\$35.63
H	Chief Operator	\$33.26	\$33.92	\$34.61	\$35.30	\$36.00	\$36.73	\$37.46	\$38.21
H	Senior Foreman	\$33.26	\$33.92	\$34.61	\$35.30	\$36.00	\$36.73	\$37.46	\$38.21

I	WPCF 2	\$22.52	\$23.40	\$24.23	\$25.10	\$25.95	\$26.80	\$27.66	\$28.21
J	WPCF 3	\$23.24	\$24.09	\$24.95	\$25.81	\$26.64	\$27.51	\$28.34	\$28.93
K	WPCF 4	\$23.79	\$24.84	\$25.90	\$26.44	\$27.31	\$28.20	\$29.06	\$29.66
K	Water 1	\$23.79	\$24.84	\$25.90	\$26.44	\$27.31	\$28.20	\$29.06	\$29.66
L	WPCF 5	\$24.79	\$25.90	\$26.99	\$27.58	\$28.46	\$29.39	\$30.29	\$30.89
L	Water 2	\$24.79	\$25.90	\$26.99	\$27.58	\$28.46	\$29.39	\$30.29	\$30.89
M	WPCF 6	\$25.36	\$26.50	\$27.60	\$28.19	\$29.11	\$30.06	\$30.98	\$31.60
M	Water 3	\$25.36	\$26.50	\$27.60	\$28.19	\$29.11	\$30.06	\$30.98	\$31.60
N	WPCF 7	\$26.52	\$27.68	\$28.89	\$29.31	\$30.31	\$31.38	\$32.42	\$33.08
N	Water 4	\$26.52	\$27.68	\$28.89	\$29.31	\$30.31	\$31.38	\$32.42	\$33.08

Laboratory Technician - Pay according to Grade of Operator's License held
Water Operator-in-Training - To start at Skilled Laborer rate and, upon obtaining Operator License, to be paid at Grade 1 Operator

FY22 Hourly Rates 2.5%

Grade	Job Title	BASE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
A	Groundskeeper	\$18.55	\$19.34	\$20.19	\$20.60	\$21.28	\$21.95	\$22.65	\$23.09
B	Laborer	\$20.84	\$21.77	\$22.67	\$23.13	\$23.92	\$24.68	\$25.43	\$25.94
B	Janitor	\$20.84	\$21.77	\$22.67	\$23.13	\$23.92	\$24.68	\$25.43	\$25.94
C	Skilled Laborer	\$22.55	\$23.59	\$24.61	\$25.07	\$25.92	\$26.73	\$27.58	\$28.15
D	Automotive Heavy Equipment Technician	\$25.25	\$26.37	\$27.52	\$28.07	\$28.99	\$29.95	\$30.87	\$31.49
D	Emergency Vehicle Technician	\$25.25	\$26.37	\$27.52	\$28.07	\$28.99	\$29.95	\$30.87	\$31.49
D	Public Buildings Tradesman	\$25.25	\$26.37	\$27.52	\$28.07	\$28.99	\$29.95	\$30.87	\$31.49
D	Traffic Technician	\$25.25	\$26.37	\$27.52	\$28.07	\$28.99	\$29.95	\$30.87	\$31.49
D	WPCF Mechanic	\$25.25	\$26.37	\$27.52	\$28.07	\$28.99	\$29.95	\$30.87	\$31.49
D	Meter Technician	\$25.25	\$26.37	\$27.52	\$28.07	\$28.99	\$29.95	\$30.87	\$31.49
E	Leadman	\$25.89	\$27.05	\$28.17	\$29.03	\$29.89	\$30.77	\$31.62	\$32.26
E	Licensed Equipment Operator	\$25.89	\$27.05	\$28.17	\$29.03	\$29.89	\$30.77	\$31.62	\$32.26
F	Foreman (Vehicle Maintenance, Construction, & Public Buildings)	\$27.76	\$28.98	\$30.19	\$30.81	\$31.80	\$32.84	\$33.90	\$34.57
F	Fleet Maintenance Foreman	\$27.76	\$28.98	\$30.19	\$30.81	\$31.80	\$32.84	\$33.90	\$34.57
F	WPCF Computer Systems Technician	\$27.76	\$28.98	\$30.19	\$30.81	\$31.80	\$32.84	\$33.90	\$34.57
G	WPCF Mechanic Foreman	\$29.29	\$30.62	\$31.93	\$32.56	\$33.63	\$34.74	\$35.81	\$36.52
G	Water Treatment Foreman	\$29.29	\$30.62	\$31.93	\$32.56	\$33.63	\$34.74	\$35.81	\$36.52
G	Water Distribution Foreman	\$29.29	\$30.62	\$31.93	\$32.56	\$33.63	\$34.74	\$35.81	\$36.52
H	Chief Operator	\$34.09	\$34.77	\$35.47	\$36.19	\$36.90	\$37.65	\$38.39	\$39.16
H	Senior Foreman	\$34.09	\$34.77	\$35.47	\$36.19	\$36.90	\$37.65	\$38.39	\$39.16

I	WPCF 2	\$23.08	\$23.98	\$24.84	\$25.72	\$26.60	\$27.46	\$28.35	\$28.92
J	WPCF 3	\$23.82	\$24.69	\$25.57	\$26.46	\$27.30	\$28.20	\$29.04	\$29.65
K	WPCF 4	\$24.38	\$25.46	\$26.55	\$27.10	\$28.00	\$28.90	\$29.79	\$30.40
K	Water 1	\$24.38	\$25.46	\$26.55	\$27.10	\$28.00	\$28.90	\$29.79	\$30.40
L	WPCF 5	\$25.41	\$26.55	\$27.66	\$28.27	\$29.17	\$30.13	\$31.05	\$31.66
L	Water 2	\$25.41	\$26.55	\$27.66	\$28.27	\$29.17	\$30.13	\$31.05	\$31.66
M	WPCF 6	\$25.99	\$27.16	\$28.29	\$28.89	\$29.83	\$30.81	\$31.75	\$32.39
M	Water 3	\$25.99	\$27.16	\$28.29	\$28.89	\$29.83	\$30.81	\$31.75	\$32.39
N	WPCF 7	\$27.18	\$28.37	\$29.61	\$30.04	\$31.07	\$32.16	\$33.23	\$33.90
N	Water 4	\$27.18	\$28.37	\$29.61	\$30.04	\$31.07	\$32.16	\$33.23	\$33.90

Laboratory Technician - Pay according to Grade of Operator's License held
Water Operator-in-Training - To start at Skilled Laborer rate and, upon obtaining Operator License, to be paid at Grade 1 Operator