

Joe Rotella
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for arbitration

THE CITY OF PROVIDENCE
STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

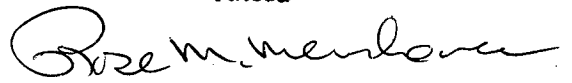
RESOLUTION OF THE CITY COUNCIL

No. 575

Approved October 15, 1982

RESOLVED, That the accompanying copy of agreement, effective July 1, 1982 to June 30, 1985, by and between the City of Providence and Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO, is hereby ratified. (Accompanying Agreement Attached).

A true copy,
Attest:



Rose M. Mendonca,
City Clerk.

A G R E E M E N T

between

CITY OF PROVIDENCE, RHODE ISLAND

and

RHODE ISLAND LABORERS' DISTRICT COUNCIL

on behalf of

PUBLIC SERVICE EMPLOYEES'

LOCAL UNION 1033

of the

LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA, AFL-CIO

EFFECTIVE: July 1, 1982 to June 30, 1985

PALOMBO & PICCIRILLI

ATTORNEYS AND COUNSELORS AT LAW

PETER PALOMBO, JR.
VINCENT J. PICCIRILLI

PROVIDENCE CIVIC CENTER
ONE LASALLE SQUARE
PROVIDENCE, RHODE ISLAND 02903
(401) 421-2342

August 30, 1982

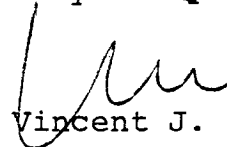
Ms. Rose M. Mendonca
City Clerk
City Hall
Providence, RI 02903

Dear Rose:

Enclosed please find the collective bargaining agreement between the City of Providence and Public Employees' Local Union 1033.

Will you refer this to the City Council for ratification.

Very truly yours,



Vincent J. Piccirilli

VJP/ebd

Enclosure

PALOMBO & PICCIRILLI

ATTORNEYS AND COUNSELORS AT LAW

PETER PALOMBO, JR.
VINCENT J. PICCIRILLI

PROVIDENCE CIVIC CENTER
ONE LASALLE SQUARE
PROVIDENCE, RHODE ISLAND 02903
(401) 421-2342

September 28, 1982

Ms. Rose M. Mendonca
City Clerk
City Hall
Providence, RI 02903

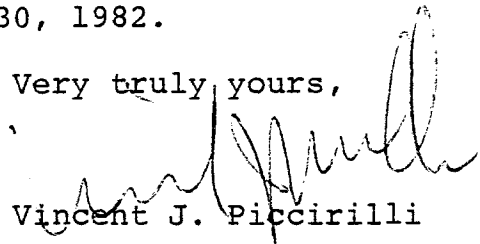
Dear Ms. Mendonca:

RE: Laborers' International Union contract

Please be advised that on page 20 of the collective bargaining agreement that was furnished to you, line 4 under Section 1 should read, "for all employees who apply for retirement between July 1, 1982 and October 31, 1982", instead of "employees who retire between July 1, 1982 and October 31, 1982".

This change has been authorized by Mayor Cianci and the Laborers' International Union and should be attached to the contract furnished to you on August 30, 1982.

Very truly yours,


Vincent J. Piccirilli

VJP/ebd

A G R E E M E N T

THIS AGREEMENT is made and entered into on this 1st day of July, 1982, by and between the CITY OF PROVIDENCE, RHODE ISLAND, (hereinafter referred to as the "EMPLOYER"), and the RHODE ISLAND LABORERS' DISTRICT COUNCIL acting for and on behalf of PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033, PROVIDENCE RHODE ISLAND, of the Laborers' International Union of North America, AFL-CIO, (hereinafter referred to as the "UNION").

PRINCIPLES

A. This Agreement is entered into to facilitate the adjustment of grievances and disputes between the Employer and Employees, to provide, insofar as possible, for the continuous employment of labor and to establish necessary procedures for the amicable adjustment of all disputes which may arise between the Employer and the Union.

B. The Employer and the Union encourage the highest possible degree of practical, friendly, cooperative relationships between their respective representatives at all levels. The officials of the Employer and the Union realize that this goal depends primarily on cooperative attitudes between people in their respective organizations and at all levels of responsibility, and that proper attitudes must be based on full understanding of and regard for respective rights and responsibilities of both the Employer and the Union.

TABLE OF CONTENTS

ARTICLE I	Union Recognition and Union Security.....	2
ARTICLE II	Hours of Work and Overtime.....	4
ARTICLE III	Salaries and Hourly Rate Schedule.....	7
ARTICLE IV	Longevity Pay.....	8
ARTICLE V	Shift Differential	8
ARTICLE VI	Dues Check Off	9
ARTICLE VII	Seniority and Promotion.....	10
ARTICLE VIII	Filling of Promotional Vacancies	12
ARTICLE IX	Holidays	13
ARTICLE X	Vacation Leave.....	14
ARTICLE XI	Sick Leave	15
ARTICLE XII	Leave of Absence	16
ARTICLE XIII	Bereavement Leave	17
ARTICLE XIV	Jury Leave	18
ARTICLE XV	Special Time Off	18
ARTICLE XVI	Health and Welfare	20
ARTICLE XVII	Dental Benefits	21
ARTICLE XVIII	Drug, Prescription, and Vision Care.....	22
ARTICLE XIX	Laborers' International Union of North America National Pension Fund	22
ARTICLE XX	Legal Service Fund	25
ARTICLE XXI	Grievance and Arbitration Procedure	26
ARTICLE XXII	Protective Clothing, Bulletin Boards, and Safety, Automobile Allowance & Compensation ...	29
ARTICLE XXIII	Severability	30
ARTICLE XXIV	Changes or Amendments	30
ARTICLE XXV	Duration of Agreement	31

TABLE OF CONTENTS, Cont'd

SCHEDULE "A"	Standard Hourly Wage Scale	
	July 1, 1982.....	i
	July 1, 1983.....	i
	July 1, 1984.....	i
SCHEDULE "B"	Standard Weekly Wage Scale	
	(1) July 1, 1982	ii
	(2) July 1, 1983	iii
	(3) July 1, 1984	iv
SCHEDULE "C"	Standard Weekly Wage Scale, Employees DPS	
	July 1, 1982 to June 30, 1985	v
SCHEDULE "D"	Special Classifications	
	July 1, 1982	vi
	July 1, 1983	vi
	July 1, 1984	vi
SCHEDULE "E"	Positions - Pay Grade or Rate.....	vii

C. There shall be no discrimination against any Employee by reason of race, color, creed, sex, national origin or Union membership.

D. All reference to Employees in this Agreement designate both sexes and wherever the male gender is used it shall be construed to include male and female employees.

E. The Employer and the Union affirm their joint opposition to any discriminatory practices in connection with employment, promotion, or training, remembering that the public interest remains in full utilization of an Employee's skill and ability without regard to consideration of race, color, creed, sex, or national origin.

F. No Employee covered by this Agreement shall be discharged, laid-off, demoted, suspended, transferred, or affected in any way because of political beliefs or activities.

ARTICLE I

Union Recognition and Union Security

Section 1. The Employer hereby recognizes and acknowledges that the Union is the exclusive representative of all Employees in the classifications and categories of work covered by this Agreement for the purpose of collective bargaining as provided by the Rhode Island State Labor Relations Act of 1941, as amended, and so certified after election conducted by the Rhode Island State Labor Relations Board in Case Numbers EE-1751, EE-3042, EE-3039, EE-3040, EE-3004 in the classification, including

but not limited to those positions listed in Article VI entitled "Salaries and Hourly Rates of Pay".

Section 2. All present Employees who are members of the Union on the effective date of this Agreement shall remain members in good standing by the payment of their regular monthly dues as a condition of continued employment. All present Employees who are not members of the Union, and all Employees who are hired hereafter for work in the classifications specified herein shall become and remain members in good standing by the payment of the required initiation fee and regular monthly dues on the 31st day following the execution of this Agreement or the date of employment, whichever is later, and shall hereafter maintain such good dues standing for the term of this Agreement.

Section 3. Upon receipt of written notice from the Union, the Employer shall discharge any Employee who fails to become or is not a member of the Union on the prescribed day, provided membership was available under the same terms and conditions as generally applicable to other members. Further, all Employees who fail to maintain their Union membership in good dues standing shall be summarily discharged by the Employer. The Union agrees to indemnify, defend and hold the Employer harmless from any claim arising from any such discharge.

Section 4. "Membership in good standing" as referred to herein means solely the tender of payment of normal dues and the standard initiation fee.

Section 5. The Employer agrees not to enter any Agreement or contract with members of the bargaining unit, individually or collectively, nor negotiate or bargain with them, unless it is through the duly authorized representative of the Union, and any such Agreement entered into shall be null and void.

ARTICLE II

Hours of Work and Overtime

Section 1. The regular work week for all Employees covered by this Agreement, outlined in Article III, Section 1 shall consist of five (5) consecutive eight (8) hour days, Monday, Tuesday, Wednesday, Thursday and Friday. The regular work shift for day workers shall commence at 8:00 a.m. and shall finish at 4:30 p.m. with one-half (½) hour lunch period.

The regular work week for Automobile Drivers shall consist of thirty-five (35) hours per week, consisting of five (5) consecutive seven (7) hour days, Monday through Friday.

The regular work week for School Crossing Guards, Sewer and Drain Inspectors, Sewing Instructor (Senior Citizens), and Women Parking Checkers shall remain as in existence on June 30, 1982.

Section 2. The regular work week for all Employees covered by this Agreement outlined in Article III, Section 2 shall consist of five (5) consecutive seven (7) hour days, Monday, Tuesday, Wednesday, Thursday, and Friday. The regular work shift for day workers shall commence at 8:30 a.m. and shall finish at 4:30 p.m. with one (1) hour lunch period.

Section 3. Overtime. Time and one-half shall be paid in each of the following instances:

(a) Hourly Basis of Pay. Any regular Employee of the Employer, whose pay is established on an hourly basis shall be entitled to and shall be paid overtime pay at the rate of one hundred fifty percent (150%) of the rate of payment established in Article III, Section 1 for each full hour, or part of an hour, of employment in excess of the standard hours of employment worked or credited in any one work week. In the event an Employee is sick during the work week, the sick day shall be considered as part of the work week for the purpose of computing overtime.

(b) Daily Basis of Pay. Any regular Employees whose pay is established on a daily basis in the City Compensation Plan shall be entitled to and shall be paid overtime at the rate of one hundred fifty percent (150%) of the rate of payment established in the City Compensation Plan for the particular position which he holds, for each full day or part of in excess of standard days of employment worked or credited in any one work week.

(c) Overtime work shall be equally distributed among Employees in each department, on the basis of seniority based on the work he customarily and ordinarily performed during that week. A list of eligible Employees of each department shall be posted and maintained by the Superintendent and the Steward of each department. Should a dispute arise under the application of this clause, and upon request, the Employer shall furnish the Union a record of overtime.

Section 4. It is recognized that in some circumstances hourly paid Employees may have a regular schedule that requires work during a period not included in the work week as defined in Section 1 of this Article. Such Employees shall not be paid 150% of his hourly rate of pay for work during such periods, but shall receive an additional twenty-five cents (25¢) per hour for performing such scheduled work. This Section shall apply to Animal and Bird Handlers at Roger Williams Park.

Section 5. Any Employee covered by this Agreement, who is called into work outside of his regular hours, shall be paid at the rate of one hundred fifty (150%) percent of the rate of payment established in the Agreement which he holds for all such hours worked, but in any event, shall be guaranteed four (4) hours straight time pay.

Section 6. Sub-Contracting. The Employer retains the the authority to sub-contract any work performed by the bargaining unit Employees; provided, however, the sub-contractor must first execute a collective bargaining agreement with the Union prior to commencement of the work.

Section 7. Coffee Breaks. Employees covered by this Agreement shall be entitled to and receive two (2) fifteen (15) minute coffee breaks in any one work schedule.

Employees shall receive one fifteen (15) minute coffee break during the first four (4) hours of their daily assignment in any one work schedule and one fifteen (15) minute coffee break during the second four (4) hours of their daily assignment.

ARTICLE III

Salaries and Hourly Rate Schedule

Section 1. Salaries for hourly paid Employees shall be listed in Schedule "A" which is attached hereto and made a part hereof.

Section 2. Salaries for weekly paid Employees shall be listed in Schedule "B" which is attached hereto and made a part hereof.

Section 3. Salaries for Department of Public Safety Employees shall be listed in Schedule "C" which is attached hereto and made a part hereof.

Section 4. Special Classification of positions and pay rate is listed in Schedule "D" which is attached hereto and made a part hereof.

Section 5. Classes of positions, pay grade or rate is listed in Schedule "E" which is attached hereto and made a part hereof

Section 6. Twelve Police Department Dispatcher positions shall receive parity with the salary of the Fire Department Dispatcher.

ARTICLE IV

Longevity Pay

Section 1. In addition to the salaries listed in this Agreement, there shall be paid a longevity supplement which shall not be considered part of the Employee's salary for other purposes in the Agreement, including pension purposes.

This supplement shall be computed on the basis of the Employee's salary for the 1982-1985 contract year and shall be payable on or after July 1st of each year, in a lump sum as is practicable.

The amount payable shall be as follows:

<u>Years of Service</u>	<u>Percentage Increase</u>	
	<u>7/1/82</u>	<u>7/1/84</u>
5 years but less than 10 years	1%	2%
10 years but less than 15 years	2%	3%
15 years but less than 20 years	3%	4%
20 years or more	4%	5%

ARTICLE V

Shift Differentials

Section 1. Any employee covered by this Agreement who is regularly assigned on the second and third shifts shall receive an additional fifteen (15¢) cents per hour over and above their regular hourly rate.

Salaried Employees of the Public Safety Department regularly assigned to the second and third shifts shall receive an additional Five Dollars (\$5.00) per week over and above their regular rate of pay.

ARTICLE VI

Dues Check Off

Section 1. Effective July 1, 1982 the Employer agrees to deduct the amount of Five (\$5.00) Dollars from the weekly pay of each Employee who shall authorize such deduction in writing as provided in this section. Deductions shall be made weekly from the net pay of each Employee who is or who becomes a member of the Union within the scope of the bargaining unit and is covered by this Agreement, provided such Employee has voluntarily authorized the Employer to do so in writing with the "Dues Deduction Authorization" form, to be furnished to the Employer as set forth below:

PUBLIC SERVICE EMPLOYEES' LOCAL UNION 1033
Providence, Rhode Island
Dues Deduction Authorization

I authorize you to deduct from my weekly pay the sum of Five Dollars (\$5.00) per week for Union dues payable to the Secretary-Treasurer of Local Union 1033.

Date

Employee's Signature

Employee's S.S.Number

Employee's Identification No.

Address

Section 2. Such authorization form, deduction, practices and procedures enumerated in this Article shall be in compliance with the requirements of all State Laws and regulations regarding same.

Section 3. The Employer will remit the deduction withheld weekly to the Secretary-Treasurer of Local Union 1033, 226 South Main Street, Providence, Rhode Island 02903, on Payroll Optional Reports listing the Employee's name, identification number, department number, and the amount of dues deducted.

ARTICLE VII

Seniority and Promotion

Section 1. Definition. Seniority shall be defined as the total length of service with the Employer. Seniority shall be defined as length of service within a Department, for the purpose of applying for and filling promotional vacancies.

Seniority shall be acquired by a full time Employee after completion of ninety (90) days probationary period, at which time seniority shall be retroactive to the first day of employment.

Union stewards shall be considered senior in service in their respective department.

Section 2. Cumulation. Seniority shall accumulate during absence because of illness, injury, vacation or other authorized leave.

Section 3. Break in Seniority. Seniority shall

be considered broken only for the following reasons:

- (a) When an Employee has been discharged for just cause.
- (b) When an Employee voluntarily terminates his employment.
- (c) When an Employee exceeds an authorized leave of absence.
- (d) When an Employee fails to respond to a recall notice.
- (e) When an Employee engages in other work without authorization while on leave of absence.
- (f) When an Employee is laid off in excess of three (3) consecutive years.

Section 4. Reduction in Work Force. In the event

a reduction in forces is required, the most junior Employee in the classification shall be subject to lay-off. The Employee thus affected may exercise his seniority in his department in any equal or lower rated classification provided he has the ability to perform the duties of the classification. If he is unable to exercise his seniority within his department, he may exercise his seniority in any equal or lower rated classification in the bargaining unit, provided he has the ability to perform the duties of the classification. Ability to perform the duties of the classification shall mean the ability to perform the duties of the classification after a break in period of five (5) work days. Similarly, an Employee who has been downgraded or laid off as a result of a reduction in forces shall be recalled to his former classification in accordance with his seniority.

ARTICLE VIII

Filling of Promotional Vacancies

Section 1. Definition. A promotional vacancy shall be a vacancy in any position above laborer up to an including general foreman.

Section 2. Definition. A promotional vacancy shall be a vacancy in any position above clerk and up to but not including superintendents, deputies, assistant directors, and directors.

Section 3. The Employer agrees to fill all promotional vacancies from the best qualified in the bargaining unit, subject to the provisions in Section 4 below.

Section 4. The Employer agrees that the first consideration will be given to filling all promotional vacancies from within the department where the vacancy exist. Notice of a vacancy shall be posted for a period of three(3) working days on appropriate City bulletin boards.

(a) Any Employee who has completed his probationary period who is interested in filling the vacancy in his department shall apply in writing to the Department Head within seven (7) working days after said notice has been posted.

(b) All crossing posts shall be posted for a period of five (5) working days on bulletin boards conspicuous

to all Providence Crossing Guards. The most senior crossing guard shall have the preference of being assigned to crossing posts of their choosing.

(c) The vacancy shall be filled on the basis of qualifications and ability, as agreed by the parties. Where qualifications and ability are relatively equal, seniority shall be the determining factor. Should a question arise out of the decision made by the Employer on the question of ability, this shall constitute a grievance and be subject to the Grievance and Arbitration Procedure included in this Agreement.

Section 5. The Employer agrees that when detailing Employees to higher level duties for potential promotion, selection will be made from among the best qualified employees.

The Employer further agrees that temporary promotions will be utilized when feasible in temporary replacements of supervisory personnel, or in determining potential for promotion.

Section 6. The successful bidder shall have a trial period of thirty (30) days, and if he is not deemed qualified for the position, he shall be restored to his former job and the position shall be re-bid.

ARTICLE IX

Holidays

Section 1. All Employees covered by this Agreement shall be paid the regular rate of pay for each of the following designated holidays:

New Year's Day	Labor Day
Washington's Birthday	Columbus Day
R.I. Independence Day	Veterans' Day
Memorial Day	Thanksgiving Day
Fourth of July	Day After Thanksgiving
Victory Day	Christmas Day
Election Day, November	of each even year

Section 2. Should any one of the above holidays fall upon a Sunday, the Monday immediately following, if declared a holiday by the City, shall be observed as such.

Section 3. Employees shall be paid for each of the above-enumerated holidays when not worked provided they meet all of the following eligibility requirements:

(1) The Employee works during the payroll week during which the holiday occurs, except when the holiday occurs within his vacation period, or when the Employee is absent for the entire payroll week but has worked within the preceding payroll week, or he is absent during the entire payroll week, in which the holiday occurs, because of jury duty, or received bereavement pay for one or more days during the week.

(2) When a holiday occurs during an eligible Employee's scheduled vacation, he shall be paid for the unworked holiday in addition to his vacation pay and at the same time.

ARTICLE X

Vacation Leave

Section 1. Any Employee who has been in the employ of the Employer for more than six (6) months in the aggregate shall receive one (1) week vacation leave with pay.

Section 2. Any Employee who has completed one year employment shall be granted three (3) weeks annual vacation leave each calendar year with pay.

Section 3. Any Employee who has completed fifteen (15) years of employment shall be granted four (4) weeks annual vacation leave each calendar year with pay.

Section 4. Any Employee who has completed twenty (20) years of employment shall be granted five (5) weeks annual vacation leave each calendar year with pay.

ARTICLE XI

Sick Leave

Section 1. All Employees of the bargaining unit regularly employed continuously for at least one (1) month, shall be entitled to sick leave with full pay. Sick leave shall be granted for the following reasons:

(a) Personal illness or physical incapacity to such an extent as to be rendered thereby unable to perform the duties of his position.

(b) Attendance upon members of the family within the household of the Employee, whose illness requires the care of such Employee, provided that not more than seven (7) working days with pay shall be granted to Employees for this purpose in any one calendar year.

(c) Enforced quarantine when established and declared by the Department of Health, or their competent authority for the period of such quarantine only.

Section 2. Sick leave with full pay for the Employees of this bargaining unit shall be computed at the rate of one and one-quarter working days per month.

Such annual sick leave of fifteen (15) working days with pay, when not used, shall be cumulative, but the accumulated and unused portion of such sick leave shall not exceed one hundred thirty-five (135) days at one time; provided, however, any Employee with at least five (5) years of continuous service, who contracts a serious illness, may be granted, with the approval of the Personnel Director, the Finance Director, and the Mayor, a further leave, not to exceed ninety (90) days in addition to his accumulated sick leave, as of the date such illness occurs.

Section 3. The Department Head may require a physician's certificate or other satisfactory evidence in support of any request for sick leave, provided the Employee affected has been told on the occasion of his last prior absence for sickness, that such evidence might be required for any future sick leave request. However, such evidence shall be required for each sick leave with pay covering an absence of more than three (3) consecutive working days.

ARTICLE XII

Leave of Absence

Section 1. It is agreed that upon written application an Employee with permanent status may be granted a leave without pay, not to exceed one year, for reason of personal

illness, disability, or other purpose deemed proper and approved by the Personnel Director.

At the expiration of such leave, the Employee shall be returned to the position from which he is on leave at the same step of the then current range for his class of position.

Seniority shall be retained and shall accumulate during all leaves without pay.

ARTICLE XIII

Bereavement Leave

Section 1. All Employees of the bargaining unit shall be allowed leave without loss of pay, when death occurs in an Employee's immediate family, (i.e. Employee's legal spouse, mother, father, son, daughter, brother, sister, or other members of the immediate household) provided that in such cases the leave shall not exceed more than one (1) day beyond the date of burial; in the case of Employees of the Jewish faith, said leave shall be for the actual period of mourning observed, but not to exceed seven (7) days from the day of burial.

Section 2. All Employees covered by this Agreement shall be granted one (1) day leave to attend funeral services for grandparents, mother-in-law, father-in-law, aunts or uncles.

Section 3. In the event there is a death in the Employee's family, but not in the immediate household, as defined above, the Employee shall be granted sufficient time to attend the funeral service.

ARTICLE XIV

Jury Leave

Section 1. An Employee who is called for jury service in a court of law shall be excused from work for the days on which he serves and he shall receive, for each such day of jury service on which he otherwise would have worked, eight (8) times his average straight-time hourly earnings including shift differential, or his jury duty pay, whichever is the greater. The Employee will present proof of such service. Days spent on jury duty shall be considered as days worked for the purpose of determining sixth (6th) or seventh (7th) consecutive days worked in the week.

ARTICLE XV

Special Time Off

Section 1. The Union negotiating committee shall consist of not less than three (3) Employees nor more than five (5) Employees designated by the Union who will be afforded time off with pay required to negotiate Agreements.

Not more than five (5) Employees who constitute part of the negotiating committee shall be excused from duty with pay for the purpose of participation in the negotiating of any Agreement, providing reasonable advance notice is given to the appropriate Department Head.

Section 2. The Union shall furnish the Employer and appropriate Department Heads with a list of Stewards, and shall, as soon as possible, notify said appropriate City officials in writing of any changes thereto. Only those who are Officers and Stewards shall be recognized by the Employer for the purpose of meetings.

The Union may also be represented by Representatives of Local Union 1033, International Representatives, and Representatives of the Rhode Island Laborers' District Council with Legal Counsel.

Section 3. There shall be no deduction of pay from a grievant and/or Union Officer or Steward for time spent directly involved in meetings with Department Heads during working hours.

Section 4. Designated Stewards or Union Representatives shall be allowed to visit all job areas, department offices and buildings during working hours.

ARTICLE XVI

Health and Welfare

Section 1. The Employer agrees to provide full Blue Cross and Physician's Service coverage Plan U-100, Major Medical for all Employees and their families, and for all employees who ^{apply for retirement} ~~retire~~ between July 1, 1982 and October 31, 1982, in accordance with the rules of Blue Cross. The Employer also agrees to furnish as an alternative to the foregoing, medical coverage under Rhode Island Group Health Association. The cost of either Blue Cross or Rhode Island Group Health as outlined above shall be borne solely by the Employer.

Should said member or any member of his family be eligible for medical insurance under Blue Cross or any other plan, then the City will be obligated to furnish only excess coverage so that said member will have equivalent coverage as that offered by the City. Should a retired member, subsequent to retirement, lose said alternate coverage, then the City will pick up full coverage under this section.

Section 2. Both the Employer and the Union shall have the right to petition the City Council for Amendments to the Retirement Act, provided, however, that the Amendments desired be first considered and recommended by the Retirement Board.

Section 3. Any Employee having an application for Accidental Disability Retirement benefits pending before the Retirement Board shall have the right to appear before the Board and may be represented by Counsel, or by the Union Representative, prior to the Board's action upon the application.

Section 4. Any employee who sustained an on-the-job injury prior to July 1, 1981, having an application for Temporary Disability benefits shall have the right to appear before the Commission on Relief of Injured Employees, and may be represented by Counsel, or by Union Representative, prior to the Commission's action upon the application. Said employee shall be entitled to Temporary Disability benefits as outlined in the City of Providence Injured Employees' Act. In addition the Department head shall forward any accident report to the Commission within forty-eight (48) hours of the report being filed by the Employee.

Any Employee who sustains an on-the-job injury as of July 1, 1981 shall be entitled to Workers' Compensation benefits in accordance with the General Laws of the State of Rhode Island, Title 28, Chapters 29 to 38 inclusive.

ARTICLE XVII

Dental Benefits

Section 1. The Employer shall furnish Delta Dental Level I coverage for all Employees and their families. The Employer will permit Employees of the unit to obtain additional Level coverage on either individual or family plan, and any Employee who elects this option shall pay the additional premium.

Section 2. Effective July 1, 1983, the Employer shall furnish Delta Dental Level IV coverage for all Employees and their families. The Employer will permit Employees of the unit to obtain additional Level coverage on either individual or family plan, and any Employee who elects this option shall pay the additional premium.

ARTICLE XVIII

Drug, Prescription & Vision Care

Section 1. Drug and Prescription. In order to provide Employees, and their dependents, drug and prescription benefits, the Employer agrees to contribute five cents (5¢) per hour for each hour worked by each Employee covered by this Agreement to the "RHODE ISLAND PUBLIC EMPLOYEES' HEALTH SERVICES FUND", established by a Declaration of Trust dated July 1, 1979. Said Fund shall be administered by a Board of Trustees selected and appointed under the provisions of the Trust Agreement executed by the Union.

Section 2. Vision Care. Effective July 1, 1983, in order to provide Employees, and their dependents, vision care, the Employer agrees to contribute ten cents (10¢) per hour for each hour worked by each Employee covered by this Agreement to the "RHODE ISLAND PUBLIC EMPLOYEES' HEALTH SERVICES FUND".

Section 3. Said contributions will be paid to such Fund not later than the twentieth (20th) day of each and every month for the hours worked by said Employees up to the end of the last completed payroll period of the preceding calendar month.

ARTICLE XIX

Laborers' International Union
of North America
National Pension Fund

Section 1. For the purpose of providing retirement benefits for Employees covered by this Agreement, the Employer and the Union agree as follows:

(a) Commencing on the 1st day of July, 1982 the Employer agrees to make payment to the Laborers' International Union of North America National Pension Fund for each Employee covered by the said Collective Bargaining Agreement as follows:

(i) For each day or portion thereof for which an Employee receives pay (based on a 40 hour work week), the Employer shall make a contribution of \$4.80 to the above named Pension Fund, but not more than \$24.00 per week for each Employee (5x daily rate of 8 hours). For the purpose of this Agreement, each day paid for, including days of paid vacation, paid holidays, and other days for which pay is received by the Employee, in accordance with the Collective Bargaining Agreement, shall be counted as days for which contributions are payable.

(ii) For each day or portion thereof for which an Employee receives pay (based on a 35 hour work week), the Employer shall make a contribution of \$4.20 to the above named Pension Fund, but not more than \$21.00 per week for each Employee (5 x daily rate of 7 hours). For the purpose of this Agreement, each day paid for, including days of paid vacation, paid holidays, and other days for which pay is received by the Employee, in accordance with the Collective Bargaining Agreement, shall be counted as days for which contributions are payable.

Section 2. Contributions shall be paid on behalf of an Employee starting with the Employee's first day of employment in a job classification covered by the Collective Bargaining Agreement, provided, however, the Employer shall have the option of including all its Employees not covered by

this Agreement as a separate class in said Fund at the foregoing contribution rate on the terms set forth by the Trustees thereof. The Employer agrees that in the event it elects to include such Employees, it will continue to make contributions for them for the period of this Agreement and so long as said Employees shall become and remain members in good standing by the payment of the required initiation fee and regular monthly dues on the 31st day following the execution of this Agreement or the day of employment, whichever is later, and shall hereafter maintain such good dues standing for the term of this Agreement. In the event an Employee works at least one (1) hour but less than eight (8) hours on any workday, the Employer agrees to make contributions for eight (8) hours to the Fund on behalf of such Employee, but in no event shall contributions for any week exceed forty (40) hours for any Employee. Failure to contribute to this Fund shall be in violation of the Agreement after the Employer is accepted as a participating Employer.

Section 3. The payment to the Pension Fund required above shall be made to the "Laborers' International Union of North America National Pension Fund" which was established under an Agreement and Declaration of Trust, a copy of which has been signed by the Employer in the place provided at the end of such Agreement.

Section 4. It is agreed that all contributions shall be made at such time and in such manner as the Trustees require; and the Trustees shall have the authority to have an independent Certified Public Accountant audit the payroll and wage records of the Employer for the purpose of determining the accuracy of contributions to the Pension Fund.

Section 5. All Employees covered under this Agreement will be allowed to work up to one (1) additional year beyond their mandatory retirement age of sixty-five (65) in order to become eligible for pension benefits as provided for in Section 1 above, and/or to attain the fifteen (15) years minimum service with the City.

Section 6. The Union may withdraw the services of any Employee, without loss of pay, if the Employer has failed to make payments in accordance with the terms of this Agreement for monies due any of the fringe benefit funds incorporated in the Agreement, or if the Employer has failed to make the necessary remittances on behalf of any Employee who has authorized such in writing.

Legal Services Fund

Section 1. In order to provide Employees and their dependents with assistance in defraying the cost of legal counsel, the Employer agrees to contribute ten (10¢) cents per hour for each hour worked by each Employee covered by this Agreement to the "RHODE ISLAND PUBLIC SERVICE EMPLOYEES' LEGAL SERVICES FUND", established by a Declaration of Trust dated September 20, 1974. Said Fund shall be administered by a Board of Trustees selected and appointed under the provisions of the Trust Agreement executed by the Union.

Section 2. Said contribution will be paid to such Fund not later than the twentieth (20th) day of each and

every month for the hours worked by said Employees up to the end of the last completed payroll period of the preceding calendar month.

Section 3. The Fund shall not be used to provide benefits which defray any expenses for disputes, grievances, or legal proceedings between Employee-participant, his spouse, or dependents and the Employer, the Union or any of its members, their agents, or any legal entity of which they are a part.

ARTICLE XXI

Grievance and Arbitration Procedure

Section 1. Grievances. It is mutually understood and agreed that all grievances of Employees, or the Employer, arising out of the provisions of this contract shall be dealt with as follows:

Section 2. Union Stewards and Officers shall be guaranteed sufficient time off during working hours to seek to settle grievances without loss of pay. An aggrieved Employee shall have the right to Union Representation, including Council and International Representation during the entire duration of the grievance procedure.

Step #1. Employees in the first instance may register grievances with the Steward of the Union, who shall present such grievance to the immediate Supervisor

and/or Superintendent. the Supervisor and/or Superintendent shall have one (1) working day to adjust the grievance.

Step #2. In the event the grievance is not satisfactorily adjusted in Step #1, the Union shall present such grievance herein to the Director and/or Department Heads, Director of Personnel Bureau and/or the Chief of Police or his designee. The Director and/or Department Heads, Director of Personnel Bureau and/or Chief of Police or his designee shall have three (3) working days to adjust the grievance.

Step #3. If unable to reach a satisfactory adjustment within three (3) working days, the Union shall submit the grievance in writing to the Mayor or the Commissioner of Public Safety, for those affected Employees working under his supervision, within five (5) days, who must then meet or adjust the grievance within five (5) days.

A response to the Union by the Mayor or the Commissioner of Public Safety must be in writing within five (5) working days.

Section 3. If a grievance is not settled, such grievance shall, at the request of the Union, be referred to the American Arbitration Association in accordance with its rules then obtaining.

The arbitrator shall hold a hearing within ten (10) days of his appointment, and his decision shall be final and binding upon the parties. The expenses of such arbitrator shall be borne equally by the parties. The arbitrator shall have no power to alter, amend, add to or deduct from the provision of this Agreement.

The submission to arbitration must be made within ten (10) days of receipt of the Mayor's or Commissioner's answer, as stated in Step #3 or else it shall be deemed to have been waived.

The Employer and the Union agree to apply the decision of the arbitrator to all substantially similar situations.

Any grievance which is not presented within five (5) days of the date of the occurrence shall be deemed to have been waived.

Section 4. Cognizant of the statutory strike prohibition, the union additionally agrees that neither it, nor its members, will engage in any strike, slowdown, or

connected refusal to perform duties nor will the Employer lockout its Employees during the term of this Agreement, over any matter which is subject to final and binding arbitration under this Article.

ARTICLE XXII

Protective Clothing, Bulletin Boards, and Safety, Automobile Allowance and Compensation

Section 1. Protective Clothing. The Employer shall provide required protective clothing for those Employees engaged in activities which subject their regular clothing to extraordinary wear and tear.

Section 2. Bulletin Boards. The Employer shall provide Bulletin Boards in conspicuous places to be used solely for the posting of Union Notices, Rules and Regulations.

Section 3. Safety. Both the Employer and the Union shall cooperate in the enforcement of safety rules and regulations and shall promote sound safety practices and rules for the protection of Employees and the public.

Section 4. Automobile Allowance. Employees covered by this Agreement that are required to use their own automobile in connection with services rendered the Employer shall receive an additional \$10.00 per month over their present monthly allowance.

Section 5. Compensation. Employees covered by this Agreement that are required to work in a higher rated job shall receive the higher rate of pay.

In the event an Employee starts the workday in a higher rated classification, the Employee shall receive the higher pay of that classification for the full day.

ARTICLE XXIII

Severability

Section 1. Should any final decision of any Court of Competent jurisdiction affect any practice or provision of this Agreement, only the practice or provision so affected shall become null and void; otherwise, all other provisions or practices under this Agreement shall remain in full force and effect.

ARTICLE XXIV

Changes or Amendments

Section 1. It is hereby agreed that this Agreement contains the complete Agreement between the parties and no additions, waivers, deletions, changes or amendments shall be made during the life of this Agreement, except by mutual consent, in writing, of the parties hereto.

ARTICLE XXV

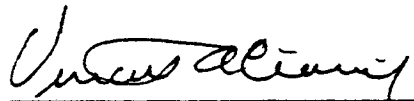
DURATION OF AGREEMENT

Section 1. The terms and conditions of this Agreement shall be effective July 1, 1982, and shall continue in full force and effect through June 30, 1985, and from year to year thereafter unless either party at least one hundred and twenty (120) days prior to June 30, 1985, gives notice in writing to the other party of its intention to terminate this Agreement, in which event this Agreement shall terminate at the end of the contract year in which said notice is given. In the event that such notice is given, negotiations shall begin immediately, no later than sixty (60) days prior to the termination of the Agreement.

Section 2. The provisions of the preceding section shall not prevent the parties, by written Agreement, from extending any portion of this Agreement, (after the one hundred twenty (120) day notice has been given) for any agreed upon period beyond its expiration date.


IN WITNESS WHEREOF, the parties hereto have caused
these presents to be signed by their duly authorized rep-
resentatives on the 10th day of August, 1982.

CITY OF PROVIDENCE,
RHODE ISLAND




Vincent A. Cianci, Jr.,
Mayor
Providence City Hall
Kennedy Plaza
Providence, Rhode Island

RHODE ISLAND LABORERS' DISTRICT COUNCIL
OF THE LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA ON BEHALF OF LOCAL
UNION 1033




Arthur A. Coia, Business Manager
226 South Main Street
Providence, Rhode Island 02903

LOCAL UNION 1033
Providence, Rhode Island



Joseph Virgilio, President
226 South Main Street
Providence, Rhode Island 02903

Witnessed: 

Arthur E. Coia, General Secretary-
Treasurer, LIUNA
226 South Main Street
Providence, Rhode Island 02903

SCHEDULE "A"

POSITION	EFFECTIVE 7-1-82	EFFECTIVE 7-1-83	EFFECTIVE 7-1-84
Asst. Master Mechanic	7.58 hr	8.18 hr	8.38 hr
Animal & Bird Curator	8.54	9.14	9.79
Automobile Driver	6.93	7.53	8.18
Bird & Animal Handler	7.01	7.61	8.26
Building Custodian	6.26	6.86	7.51
Building Custodian III	7.07	7.67	8.32
Bricklayer	7.07	7.67	8.32
Caretaker (Locust Grove)	6.90	7.50	8.15
Cement Finisher	7.18	7.78	8.43
Curb-Setter	7.07	7.67	8.32
Elevator Operator	6.26	6.86	7.51
Equipment Mechanic (Water)	7.50	8.10	8.75
Equipment Operator	6.96	7.56	8.21
Foreman	7.18	7.78	8.43
General Foreman	7.53	8.13	8.78
Heavy Equip Operator	7.18	7.78	8.43
Horitcultural Supervisor	7.53	8.13	8.78
Laborer	6.90	7.50	8.15
Maintenance Man II	6.98	7.58	8.23
Maintenance Man III	7.53	8.13	8.78
Master Mechanic (Water)	7.95	8.55	9.20
Mechanic	7.18	7.78	8.43
Meter Mechanic			
Meter Reader I	7.18	7.78	8.43
Meter Reader II	7.47	8.07	8.72
Parking Meter Maint Man I	6.96	7.56	8.21
Parking Meter Maint Man II	7.47	8.07	8.72
School Crossing Guard	6.76	7.36	8.01
Senior Equip Mechanic	8.16	8.76	9.41
Senior Mechanic	6.96	7.56	8.21
Sewer Construction Worker	7.01	7.61	8.26
Sewer & Drain Inspector	7.07	7.67	8.32
Sewer Equipment Operator	7.07	7.67	8.32
Sewing Instructor (Senior Citizens)	5.03	5.63	6.28
Stationary Equip Operator	7.01	7.61	8.26
Supervisor, Div. of Maint. & Repair	9.69	10.37	11.10
Traffic Marker & Sign Man I	7.18	7.78	8.43
Traffic Signal Maint Man	7.01	7.61	8.26
Traffic Signal Maint Man II	8.62	9.23	9.88
Traffic Signal Maint Man Helper	7.47	8.07	8.72
Tree Trimmer	7.18	7.78	8.43
Watchman	5.94	6.54	7.19
Water Plant Electric Repair Man I	7.55	8.15	8.80
Water Plant Electric Repair Man II	8.03	8.63	9.28
Water Plant Mechanic I			
Water Plant Mechanic II			
Water Shed Inspector	7.01	7.61	8.26
Water System Mechanic	7.50	8.10	8.75
Woman Parking Checker	6.92	7.52	8.17

Effective July 1, 1982

SCHEDULE "B" (1)

<u>GRADE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>ANNUAL SALARY</u>
1	\$195.81	197.95	200.09	204.37	207.58	10,182.12 - 10,794.16
2	201.16	204.37	206.51	210.79	211.86	10,460.32 - 11,016.72
3	207.58	209.72	211.86	216.14	219.35	10,794.16 - 11,406.20
4	214.00	216.14	218.28	221.49	225.77	11,128.00 - 11,740.04
5	219.35	221.49	224.70	227.91	231.12	11,406.20 - 12,018.24
6	225.77	227.91	230.05	234.33	237.54	11,740.04 - 12,352.08
7	231.12	234.33	236.47	239.68	242.89	12,018.24 - 12,630.28
8	237.54	239.68	241.82	246.10	249.31	12,352.08 - 12,964.12
9	242.89	247.17	251.45	255.73	261.08	12,630.28 - 13,576.16
10	249.31	252.52	256.80	262.15	267.50	12,964.12 - 13,910.00
11	254.66	258.94	263.22	268.57	273.92	13,242.32 - 14,243.84
12	261.08	265.36	269.64	273.92	279.27	13,576.16 - 14,522.04
13	267.50	270.71	274.99	279.27	286.06	13,910.00 - 14,763.84
14	273.92	279.27	286.06	291.79	298.53	14,243.84 - 15,523.56
15	279.27	286.06	291.79	298.53	304.47	14,522.04 - 15,832.44
16	286.06	291.79	298.53	304.47	311.80	14,875.12 - 16,109.60
17	291.79	298.53	304.47	311.80	317.90	15,173.08 - 16,530.80
18	298.53	304.47	311.80	317.90	325.23	15,523.56 - 16,911.96
19	304.47	311.80	317.90	325.23	332.61	15,832.44 - 17,295.72
20	311.80	317.90	325.23	332.61	339.03	16,109.60 - 17,629.56
21	317.90	325.23	335.07	342.94	353.42	16,530.80 - 18,377.84
22	327.52	336.11	343.95	353.06	363.59	17,031.04 - 18,906.68
23	332.61	340.31	349.52	358.66	367.87	17,295.72 - 19,129.24
24	339.62	346.90	358.66	365.24	374.39	17,660.24 - 19,468.28
25	345.56	357.33	366.53	379.64	390.07	17,969.12 - 20,283.64
26	353.42	363.75	373.11	387.50	396.70	18,377.84 - 20,628.40
27	362.36	370.43	384.88	394.08	404.57	18,842.72 - 21,037.64
28	367.87	380.97	388.84	397.99	412.43	19,129.24 - 21,446.36
29	374.39	390.07	404.57	418.96	433.40	19,468.28 - 22,536.80
30	390.07	405.85	418.96	433.40	447.80	20,283.64 - 23,285.60
31	396.65	412.43	425.54	439.93	457.00	20,625.80 - 23,764.00
32	412.43	425.54	439.93	454.38	470.10	21,446.36 - 24,445.20
33	425.54	439.93	457.00	470.10	484.50	22,128.08 - 25,194.00
34	439.93	457.00	470.10	484.50	498.99	22,876.36 - 25,947.48
35	454.38	470.10	484.50	498.99	513.33	23,627.76 - 26,693.16

Effective July 1, 1983

SCHEDULE "B" (2)

<u>GRADE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>ANNUAL SALARY</u>
1	\$219.81	221.95	224.09	228.37	231.58	11,397.36 - 12,042.16
2	225.16	228.37	230.51	234.79	235.86	11,708.32 - 12,264.72
3	231.58	233.72	235.86	240.14	243.35	12,042.16 - 12,654.20
4	238.00	240.14	242.28	245.49	249.77	12,376.00 - 12,988.04
5	243.35	245.49	248.70	251.91	255.12	12,654.20 - 13,266.24
6	249.77	251.91	254.05	258.33	261.54	12,988.04 - 13,600.08
7	255.12	258.33	260.47	263.68	266.89	13,266.24 - 13,878.28
8	261.54	263.68	265.82	270.10	273.31	13,600.08 - 14,212.12
9	266.89	271.17	275.45	279.73	285.08	13,878.28 - 14,824.16
10	273.31	276.52	280.80	286.15	291.50	14,212.12 - 15,158.00
11	278.66	282.94	287.22	292.57	297.92	14,490.32 - 15,491.84
12	285.08	289.36	293.64	297.92	303.27	14,824.16 - 15,770.04
13	291.50	294.71	298.99	303.27	310.06	15,158.00 - 16,123.12
14	297.92	303.27	310.06	315.79	322.53	15,491.84 - 16,771.56
15	303.27	310.06	315.79	322.53	328.47	15,770.04 - 17,080.44
16	310.06	315.79	322.53	328.47	335.80	16,123.12 - 17,461.60
17	315.79	322.53	328.47	335.80	341.90	16,421.08 - 17,778.80
18	322.53	328.47	335.80	341.90	349.23	16,771.56 - 18,159.96
19	328.47	335.80	341.90	349.23	356.61	17,080.44 - 18,543.72
20	335.80	341.90	349.23	356.61	363.03	17,461.60 - 18,877.56
21	341.90	349.23	359.07	366.95	378.16	17,778.80 - 19,664.32
22	351.52	360.11	368.03	377.77	389.04	18,279.04 - 20,230.08
23	356.61	364.31	373.99	383.77	393.62	18,543.72 - 20,468.24
24	363.62	371.18	383.77	390.81	400.60	18,908.24 - 20,831.20
25	369.75	382.34	392.19	406.21	417.37	19,227.00 - 21,703.24
26	378.16	389.21	399.23	414.63	424.47	19,664.32 - 22,072.44
27	387.73	396.36	411.82	421.67	432.89	20,161.96 - 22,510.28
28	393.62	407.64	416.06	425.85	441.30	20,468.24 - 22,947.60
29	400.60	417.37	432.89	448.29	463.74	20,831.20 - 24,114.48
30	417.37	434.26	448.29	463.74	479.15	21,703.24 - 24,915.80
31	424.42	441.30	455.33	470.73	488.99	22,069.84 - 25,427.48
32	441.30	455.33	470.73	486.19	503.01	22,947.60 - 26,156.52
33	455.33	470.73	488.99	503.01	518.42	23,677.16 - 26,957.84
34	470.73	488.99	503.01	518.42	533.92	24,477.96 - 27,763.84
35	486.19	503.01	518.42	533.92	549.26	25,281.88 - 28,561.52

Effective July 1, 1984

SCHEDULE "B" (3)

<u>GRADE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>ANNUAL SALARY</u>
1	\$245.81	247.95	250.09	254.37	257.58	12,782.12 - 13,394.16
2	251.16	254.37	256.51	260.79	261.86	13,060.32 - 13,616.72
3	257.58	259.72	261.86	266.14	269.35	13,394.16 - 14,006.20
4	264.00	266.14	268.28	271.49	275.77	13,728.00 - 14,340.04
5	269.35	271.49	274.70	277.91	281.12	14,006.20 - 14,618.24
6	275.77	277.91	280.05	284.33	287.54	14,340.04 - 14,952.08
7	281.12	284.33	286.47	289.68	292.89	14,618.24 - 15,230.28
8	287.54	289.68	291.82	296.10	299.31	14,952.08 - 15,564.12
9	292.89	297.17	301.45	305.73	311.08	15,230.28 - 16,176.16
10	299.31	302.52	306.80	312.15	317.50	15,564.12 - 16,510.00
11	304.66	308.94	313.22	318.57	323.92	15,842.32 - 16,843.84
12	311.08	315.36	319.64	323.92	329.27	16,176.16 - 17,122.04
13	317.50	320.71	324.99	329.27	336.06	16,510.00 - 17,475.12
14	323.92	329.27	336.06	341.79	348.53	16,843.84 - 18,123.56
15	329.27	336.06	341.79	348.53	354.47	17,122.04 - 18,432.44
16	336.06	341.79	348.53	354.47	361.80	17,475.12 - 18,813.60
17	341.79	348.53	354.47	361.80	367.90	17,773.08 - 19,130.80
18	348.53	354.47	361.80	367.90	375.23	18,123.56 - 19,511.96
19	354.47	361.80	367.90	375.23	382.61	18,432.44 - 19,895.72
20	361.80	367.90	375.23	382.61	389.03	18,813.60 - 20,229.56
21	367.90	375.23	385.07	392.95	404.16	19,130.80 - 21,016.32
22	377.52	386.11	394.03	404.21	416.27	19,631.04 - 21,646.04
23	382.61	390.31	400.17	410.63	421.17	19,895.72 - 21,900.84
24	389.62	397.18	410.63	418.17	428.64	20,260.24 - 22,289.28
25	395.75	409.10	419.64	434.64	446.59	20,579.00 - 23,222.68
26	404.63	416.45	427.18	443.65	454.18	21,040.76 - 23,617.36
27	414.87	424.11	440.65	451.19	463.19	21,573.24 - 24,085.88
28	421.17	436.17	445.18	455.66	472.19	21,900.84 - 24,553.88
29	428.64	446.59	463.19	479.67	496.20	22,289.28 - 25,802.40
30	446.59	464.66	479.69	496.20	512.69	23,222.68 - 26,659.88
31	454.13	472.19	487.20	503.68	523.22	23,614.76 - 27,207.44
32	472.19	487.20	503.68	520.22	538.22	24,553.88 - 27,987.44
33	487.20	503.68	523.22	538.22	554.71	25,334.40 - 28,844.92
34	503.68	523.22	538.22	554.71	571.29	26,191.36 - 29,707.08
35	520.22	538.22	554.71	571.29	587.71	27,051.44 - 30,560.92

SCHEDULE "C"

<u>CLASSIFICATIONS</u>	<u>GRADE</u>			
		<u>EFFECTIVE</u> <u>7-1-82</u>	<u>EFFECTIVE</u> <u>7-1-83</u>	<u>EFFECTIVE</u> <u>7-1-84</u>
Fire Department Dispatchers (2)				
Radio Repair Technician(1)				
Radio Engineer	433.44		463.78	496.24
Chief Radio Engineer	502.34		537.50	575.13
Foreman-Line-Crew (3)				
Foreman-Cable-Crew (3)				
Fire Alarm Technician(1)				

- (1) Notwithstanding the above schedule, it is agreed that Radio Repair Technicians and Fire Alarm Technicians are to receive parity with the salary of a Firefighter.
- (2) Notwithstanding the above schedule, it is agreed that Fire Department Dispatchers are to be paid a salary which shall be computed at between one-half ($\frac{1}{2}$) of the difference between a Firefighter's salary and what their salary would have been based on the usual annual increments in this contract.
- (3) Notwithstanding the above schedule, it is agreed that the Foreman of the Line Crew and the Foreman of the Cable Crew are to receive parity with the salary of a Fire Department Lieutenant.

SPECIAL CLASSIFICATIONS

SCHEDULE "D"

	<u>1982</u>	<u>1983</u>	<u>1984</u>
Case Work Supervisor	21,227.96 yr	22,714.12 yr	24,304.28 yr
Chief Radio Engineer	26,120.64 yr	27,948.96 yr	29,905.20 yr
Chief Supervisor, Payroll	22,351.68 yr	23,916.36 yr	25,590.76 yr
Detention Officers	11,684.40 yr	12,932.40 yr	14,284.40 yr
Personnel Technician	22,351.68 yr	23,916.36 yr	25,590.76 yr
Radio Engineer	22,538.88 yr	24,116.56 yr	25,804.48 yr
Secretary, Bld Bd-Review	24,982.36 yr	26,731.12 yr	28,602.08 yr
Social Case Worker	15,676.44 yr 17,790.24 yr	16,924.44 yr 19,038.24 yr	18,276.44 yr 20,390.24 yr
Social Worker (Senior Citizens)	13,910.00 yr	15,158.00 yr	16,510.00 yr
Supervisor, (Senior Citizens)	11,517.48 yr	12,765.48 yr	14,117.48 yr

SCHEDULE "E"

Effective 7-1-82 to June 30, 1984

POSITION	PAY GRADE OR RATE-1982	1983	1984
Account Collector	9	9	9
Account I	10	10	10
Accountant II	12	12	12
Accountant III	14	14	14
Accountant III (DPUD)	15	15	15
Accounts Payable Superv.	14	14	14
Asst. Lending Officer(CD)	15	15	15
Admin. Asst. to Superv. of City Services(C.D.)	9	9	9
Asst. Supt. Parks for Cultural Affairs	31	31	31
Asst. Supt. Parks for Design Services	31	31	31
Appraiser	16	16	16
Assistant Planner(C.D.)	15	15	15
Asst. Equal Opportunity Officer(C.D.)	15	15	15
Assessment Aide	9	9	9
Asst. Chief(Fiscal Affairs)	29	29	29
Admin. Coordinator (HIP) (C.D.)	18	18	18
Asst. City Printer	13	13	13
Asst. Director(Recreation)	26	26	26
Asst. Legal Secretary	10	10	10
Assistant Planner	13	13	13
Assistant Port Director	17	17	17
Asst. Supt. Parks (Finance)	31	31	31
Assist. Traffic Engineer	31	31	31

Associate Engineer I	20	20	20
Associate Engineer II	24	24	24
Associate Engineer III	28	28	28
Associate Engineer IV	31	31	31
Associate Engineer (Planner)	15	15	15
Automotive Equip Supt.	19	19	19
Automotive Mechanic II	8	8	8
Bacteriologist I	11	11	11
Bacteriologist II	14	14	14
Bldg. Inspector I	11	11	11
Bldg. Inspector II	16	16	16
Bldg. Inspector III	22	22	22
Bldg. Maintenance Supervisor	13	13	13
Business Relocation Officer	25	25	25
Charwoman	190.19 wk	214.19 wk	240.19 wk
Chief Appraiser	25	25	25
Chief Chemist (Water)	24	24	24
Chief Div. of Maint & Repair	21	21	21
Chief, Gardens	27	27	27
Chief, Green Houses	27	27	27
Chief, Insp-Mechanical Equip. Installations	25	25	25
Chief, Insp. Plumbing, Drainage & Gas Piping	35	35	35
Chief, Lending Officer (C.D.)	24	24	24
Citizens Coordinator (C.D.)	14	14	14
Coördinator Hist. Program (C.D.)	27	27	27
Counter Clerk, Collectors	13	13	13

Claim Examiner	22	22	22
Clerk I	1	1	1
Clerk II	3	3	3
Clerk III	5	5	5
Clerk III (C.D.)	7	7	7
Clerk IV	9	9	9
Clerk, Probate Court	18	18	18
Clerk, Prov. Mun. Ct.	22	22	22
Clerk Stenographer I	2	2	2
Clerk Stenographer II	4	4	4
Clerk Stenographer III	6	6	6
Clerk Typist I	1	1	1
Clerk Typist II	3	3	3
Control Center Operator	10	10	10
Coordinator	214.00 wk	238.00 wk	264.00 wk
Co-ord-Human Service Elderly & Handicapped	356.68 wk	381.65 wk	408.37 wk
Deputy City Clerk-First	22	22	22
Deputy City Clerk-Second	18	18	18
Dputy City Registrar	14	14	14
Deputy Clerk, Probate Clerk	9	9	9
Deputy Clerk, Prov. Mun. Ct.	13	13	13
Deputy Recorder of Deeds	14	14	14
Deputy Supt. of Parks	27	27	27
Dispatcher	339.02 wk	363.02 wk	389.02 wk
Dog Officer	17	17	17
Draftsman, Assessors Real Estate	20	20	20
Draftsman	9	9	9
Electrial Inspector II	16	16	16

Electrical Inspector III	20	20	20
Electronic Instrument Technician	28	28	28
Engineer's Associate	22	22	22
Engineering Aide II	7	7	7
Engineering Aide III	15	15	15
Fallout Shelter Coord	21	21	21
Financial Specialist	23	23	23
First Deputy City Sealer	10	10	10
First Deputy City Sergeant	9	9	9
First Deputy City Weigher	10	10	10
Fiscal Officer	24	24	24
Fiscal Manager (C.D.)	27	27	27
Field Inspector II (C.D.)	18	18	18
Field Inspector III (C.D.)	22	22	22
Fiscal Rehabilitation Investigator (C.D.)	25	25	25
Forester (Source-Supply)	16	16	16
Foreman, Traffic Engineering	408.86 wk	437.48 wk	468.10 wk
Foreman, St. Cleaning	360.95 wk	386.22 wk	413.26 wk
Human Resource Specialist	15	15	15
Housing Financial Asst. (C.D.)	17	17	17
Information Aide (C.D.)	17	17	17
Information Specialist	20	20	20
Inspector-Public Properties (OSHA)	27	27	27
Intergroup Specialist	16	16	16
Inventory Control Clerk	9	9	9
Inventory Control Superv.	14	14	14
Laboratory Technician II	8	8	8
Land Deposition Officer	25	25	25

Legal Counsel (Fire Dept)	14	14	14
Legal Secretary	14	14	14
Legal Secretary (C.D.)	15	15	15
Legal Secretary (Law Dept.)	16	16	16
Legal Research Assistant (C.D.)	15	15	15
Machinist	16	16	16
Mail Room Supervisor	302.81 wk	326.81 wk	352.81 wk
Maintenance Man Electrician	15	15	15
Management Aide (DPUD)	15	15	15
Management Officer	21	21	21
Manifest Clerk	22	22	22
Mechanical Engineer	28	28	28
Mechanical Equip. Insp. II	16	16	16
Mechanical Equip. Insp. III	20	20	20
Medis Specialist (C.D.)	22	22	22
Meter Superintendent	15	15	15
Museum Director	27	27	27
Outreach Worker (C.D.)	14	14	14
Offset Pressman	11	11	11
Operation, Planning, Training & Public Information Officer	25	25	25
Paralegal I	11	11	11
Payroll Clerk I	6	6	6
Payroll Clerk II	13	13	13
Personal Secretary (C.D.)	15	15	15
Plan Estimator	25	25	25
Plumbing Inspector II	16	16	16
Plumbing Inspector III	20	20	20
Police Dept. Dispatchers	10	10	10

Port Security Officer	9	9	9
Principal Planner	29	29	29
Printer	16	16	16
Program Specialist	20	20	20
Project Coordinator	14	14	14
Project Supervisor	33	33	33
Project Supervisor (C.D.)	27	27	27
Public Works Inspector I	6	6	6
Public Works Inspector II	16	16	16
Purchasing Agent I	12	12	12
Purchasing Agent I (C.D.)	13	13	13
Purchasing Agent II	16	16	16
Radio Repair Technician	368.73 wk	394.54 wk	422.16 wk
Recorder of Deeds	21	21	21
Recreation Center Director	272.85 wk	296.85 wk	322.85 wk
Real Estate Aide II	15	15	15
Receptionist (DPUD)	5	5	5
Rehabilitation Specialist	23	23	23
Rehabilitation Specialist (C.D.)	22	22	22
Renewal Inspector I	12	12	12
Renewal Inspector II	15	15	15
Renewal Inspector III	19	19	19
Research Assistant	20	20	20
Research Assistant (C.D.)	18	18	18
Secretary-Director (DPUD)	14	14	14
Senior Accountant	16	16	16
Senior Appraiser	24	24	24
Senior Draftman (DPUD)	15	15	15
Senior Planner	26	26	26
Senior Research Assistant	27	26	26

Shop Supervisor	18	18	18
Special Asst. (Collectors)	19	19	19
Stenographic Reporter (City Council)	11	11	11
Stone Cutter	303.88 wk	327.88 wk	353.88 wk
Superv.-Real Estate (Collectors)	12	12	12
Superv-Personal Property	12	12	12
Supervisor, Current Planning	29	29	29
Supervisor-City Services (C.D.)	27	27	27
Supervisor Engineer & Building Maint	31	31	31
Supervisor, General Maint.	29	29	29
Supervisor, Landscaping	15	15	15
Supervisor, Long Range Planning	29	29	29
Supervisor, Project Planning	29	29	29
Supervisor of Personnel (C.D.)	31	31	31
Supervisor, Traffic Planning	29	29	29
Supervisor of Business Relocation & Property Management	29	29	29
Supervisor of Election Materials	9	9	9
Supervisor of Enforcement	29	29	29
Supervisor of Engineering (DPUD)	31	31	31
Supervisor of Enviroment Control	14	14	14
Supervisor of Program Specialists	29	29	29

Supervisor of Verification (C.D.)	31	31	31
Supervisor of Word Processing (C.D.)	8	8	8
Supervisor of Public Land	14	14	14
Supervisor of Real Estate	31	31	31
Supervisor of Rehabilitation Services	29	29	29
Supervisor of Rehabilitative Services (C.D.)	31	31	31
Switchboard Operator I	4	4	4
Switchboard Operator II	5	5	5
Switchboard Operator- Receptionist (C.D.)	5	5	5
Supervisor of Land Acquisition (C.D.)	35	35	35
Supervisor of Bidding Procedures (C.D.)	18	18	18
Teller	12	12	12
Traffic Signal Maint Man Foreman	408.54 wk	437.14 wk	467.74 wk
Traffic Systems Analyst	18	18	18
Verification Specialist (C.D.)	29	29	29
Water Service Inspector	7	7	7
Watershed Manager (Source-Supply)	27	27	27
Zoning Assistant	16	16	16

Councilman Pennine & Councilmen Almagro, Easton, Shavato, Salvatore, Brennan, Mansueto & Moise