

AGREEMENT

between the

TOWN OF

NORTH KINGSTOWN, 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, 2018 to June 30, 2021

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PREAMBLE

The following Agreement, effective as of the 1st day of July, 2018, by and between the Town of North Kingstown, Rhode Island, hereinafter referred to as the Town, and the Rhode Island Laborers' District Council on behalf of Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO, hereinafter referred to as the Union, is recorded in written form to meet the requirements as set forth in Section 28-9.4-5 in the General Laws of Rhode Island, 1956, as amended, such title being known as the Municipal Employees' Arbitration Act. This Agreement is designated to provide for an equitable and peaceful procedure for the resolution of differences in accordance with the grievance procedure specified herein, in order to maintain and promote a harmonious relationship between the Union and the Town and to encourage effective service in the public interest.

ARTICLE I
RECOGNITION AND MANAGEMENT RIGHTS

Section 1.1 RECOGNITION. The Town recognizes the Rhode Island Laborers' District Council on behalf of Public Service Employees' Local Union 1033 of the Laborers' International Union of North America, AFL-CIO as the sole and exclusive bargaining agent for all full-time classified employees employed by the Town of North

Kingstown including Department of Public Works, Clerk Typists and Janitors in the Police Department, Library Classified Positions, Animal Warden and part-time employees who work or are scheduled to work twenty (20) hours per week for at least forty-two (42) weeks per year, excluding School Department Employees, Supervisors and all other employees presently covered by Union contracts, pursuant to certification granted by the Rhode Island State Labor Relations Board for the purposes of collective bargaining under the provisions of Section 28-9.4 (Municipal Employees' Arbitration Act), General Laws of Rhode Island, 1956, as amended. Specifically excluded from the unit are the positions of Highway Superintendent, Assistant Highway Superintendent, Water Superintendent, Building Inspector, Comptroller, Deputy Town Clerk, Executive Secretary/Assistant Personnel Officer, Town Engineer, Principal Planner, Recreation Program Director, Senior Clerk Stenographer (Finance Department) and Engineering Inspector. Persons employed in any position created after July 1, 1976 (excepting professional, supervisory and confidential positions) shall be included in the Unit on the thirty-first day of employment. The Town agrees not to change the title of any existing position for the purpose of removing the position from the bargaining unit. The Union recognizes the Town Manager and/or his or her designated representative or representatives as the sole and exclusive representative(s) of the Town of North Kingstown, Rhode

Island, for the purpose of collective bargaining.

The Town further recognizes the Union as the sole and exclusive bargaining agent for such permanent municipal employees as were eligible to vote in the representation election held on April 10, 1992, which covered Bus Driver-Senior Center, Library Aide, Clerical Assistant, Meal Site Supervisor, Outreach Coordinator and Outreach Worker positions. Such employees shall be referred to herein as "under-20-hour-employees" and each provision to this Agreement shall be conclusively presumed not to apply to under-20-hour-employees unless the particular provision expressly states that it does apply to under-20-hour-employees, using that term.

Section 1.2 MANAGEMENT RIGHTS. Except as specifically abridged or modified by any provision of this Agreement, the Town will have, whether exercised or not, all of the rights, powers and authority that it had prior to the date on which the Union first became the representative of any of the employees covered hereby, including but not limited to the following: determine the standards of service to be offered by its departments and agencies; determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for just cause; issue rules and regulations; maintain the efficiency of governmental operations; determine the methods, means and personnel by which the Town's operations are to be conducted;

determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities. The above rights, responsibilities and prerogatives are inherent in the Town Council and the Town Manager by virtue of statutory and charter provisions and cannot be subject to any grievance or arbitration proceeding except as specifically provided for in this Agreement. This provision shall apply to under-20-hour-employees.

Section 1.3 NO STRIKE; NO LOCK-OUT. The Public Service Employees' Local Union 1033, Laborers' International Union of North America, AFL-CIO for itself and for all employees covered by this Agreement, hereby agrees that neither the Union nor any employee will call, support or engage in any work stoppage, slowdown, strike or any other action directed against the Town or any of its officials or managers, that would impede the proper functioning of the Town Government at any time, and they will not give assistance, encouragement or support to any such action(s). The Town agrees that it will not lock-out any employees at any time. This provision shall apply to under-20-hour-employees.

Section 1.4 NO DISCRIMINATION. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of age, sex, marital status, race, color, religion, creed, national origin, political affiliation

or union membership. This provision shall apply to under-20-hour-employees.

Section 1.5 DUES AND OTHER DEDUCTIONS. A. The Town shall deduct from the wages of employees covered by this Agreement, in accordance with the express terms of a blanket authorization form provided by the Union and signed by the individual employee, the monthly dues of the Union for employees who choose to join the Union. In addition, the Town shall deduct from employees' wages, in accordance with the terms of an authorization provided by the Union and signed by the employee, a monthly voluntary contribution to the Union for any employee who wishes to contribute and declines to be a member. Such deductions shall be made bi-weekly, and shall be forwarded to the Treasurer of the Union together with a check-off list setting forth the names of the employees and the amounts of deductions.

B. The obligation of the Town for funds actually deducted under this Section terminates upon delivery of the deductions so made to the person authorized by the Union to receive such amounts from the Town.

C. The employer will remit the deduction withheld bi-weekly to the Secretary-Treasurer of Local Union #1033, 410 South Main Street, Providence, R.I. 02903 listing the employee's name, identification number and the amount of dues deducted.

D. All of the provisions in this Section 1.6 shall apply to under-20-hour-employees.

E. The Union shall indemnify the Town and hold it harmless, and shall pay the legal fees and costs of the Town in defending, any and all claims of any kind arising out of this Section 1.6 or Section 1.5, or as a result of the Town's compliance with Section 1.5 or Section 1.6.

Section 1.6 PROBATION TIME. Probationary status and duration shall be as provided in the Personnel Rules and Regulations, but notwithstanding any provision in the Personnel Rules and Regulations to the contrary, the probation period for all employees covered by this Agreement shall be one hundred eighty (180) of the employee's working days from the date of employment. This provision shall apply to under-20-hour-employees.

ARTICLE II
GRIEVANCE AND ARBITRATION PROCEDURE

Section 2.1 GRIEVANCE PROCEDURE. 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:

A. Within five (5) working days from the date on which a member knows or reasonably should know of the alleged grievance, he, she, or a steward of the Union shall present it in writing to his or her department head. To the extent the Union knows or reasonably should

know at the time the grievance is filed, the written grievance shall specify the act or omission ("occurrence") being grieved, the section or sections of the contract allegedly violated, the name of the employee or employees who are aggrieved, the time and place of the occurrence and the remedy sought. The written grievance shall be signed by the aggrieved employee(s) or by an officer or agent of the Union. The department head shall respond to the grievance in writing within five (5) working days after receipt of the grievance.

B. In the event the alleged grievance is not resolved in the foregoing manner, the Union shall present such grievance herein to the Town Manager. The request to meet with the Town Manager shall be made in writing by a steward of the Union immediately after receipt of denial of the grievance in Step A, but in no case shall the request be made more than five (5) calendar days after receiving such denial. The Town Manager shall meet with a steward of the Union and the aggrieved member and/or his or her designated representative, which representative shall be an authorized union representative, within seven (7) working days from the receipt of the request for the meeting. Within five (5) working days thereafter, the Town Manager shall render his or her decision in writing to the Union.

C. In the event the alleged grievance is not resolved in the foregoing manner, the grievance shall, at the request of the Union, be referred to the American Arbitration Association in accordance

with its rules and regulations.

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

The arbitrator shall hold a hearing within ten (10) days of his or her appointment, and his or her 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 provisions of this Agreement. The arbitrator shall not substitute his or her discretion for the Town's where such discretion has been retained by the Town under this Agreement.

D. The term "working days" shall mean days on which the agency for which any of the aggrieved employees work is open for business as usual.

E. All of the provisions of this Section 2.1 shall apply to under-20-hour-employees.

Section 2.2 If a member or the Union fails to process the alleged grievance within the time period set forth in Paragraph A above, it shall not be considered a grievance for determination under the provisions of this Agreement. All other time limitations referred to in Paragraphs A through C above may be waived by mutual written agreement between the parties. This provision shall apply to

under-20-hour-employees.

Section 2.3 It is expressly understood and agreed that the within grievance procedure does not apply in cases of transfer, suspension, demotion or discharge of a member. The rights and remedies of the parties in such cases are governed by the Personnel Ordinance (Chapter 31, as amended) and the Personnel Rules and Regulations, as amended. This provision shall apply to under-20-hour-employees.

ARTICLE III
PERSONNEL, PAY AND BENEFITS

Section 3.1 JOB DESCRIPTION, CLASSIFICATION AND PAY.

A. Each position in the bargaining unit shall have a job description, a copy of which shall be furnished to the Union upon request. If requested by the Union, the Town will meet at least annually to discuss and obtain input from the Union regarding the contents of bargaining unit job descriptions; provided, however, the parties agree that this shall not create an obligation for the Town to bargain the contents of job descriptions.

B. The pay rates and pay ranges for job classifications in the bargaining unit for the fiscal years 2019-2021 shall be set forth in Appendix A, reflecting for Fiscal Year 2018-2019, a one and one half (1.5%) percent increase; for Fiscal Year 2019 to 2020, a two and one-quarter (2.25%) percent increase; and for Fiscal Year 2020-2021, a

two and one-quarter (2.25%)percent increase. This provision shall apply to under-20-hour-employees.

C. COMPENSATION FOR TEMPORARY UPGRADING. Temporary upgrade pay shall be authorized when an employee is acting in a position of higher rank commencing with the start of the sixth (6th) consecutive work day that said employee is acting in the position of higher rank.

D. Employees who are promoted to a position with a higher grade shall be paid at the step of the higher grade which provides a wage increase over the employee's then existing grade/pay step that will then be the anniversary date for the next step. Employees who laterally transfer from blue collar to white collar positions (or vice versa) where both positions are assigned to the same pay grade but whose pay grades are assigned different step values shall be paid at the step of the new grade which provides a wage increase over the employees' then existing grade/pay step, but the transferring employee shall keep the anniversary date from his/her original job.

Section 3.2 LONGEVITY PAY.

Longevity payments to the full-time and part-time employees in the bargaining unit hired on or before June 30, 2012 shall be based on the following scale:

Aggregate Years of Continuous Service	Total Annual Longevity Payments
7 but less than 11 years	3% of Base
11 but less than 15 years	5.5% of Base

15 but less than 20 years	8% of Base
20 years or over	10.5% of Base

Longevity payments to the full-time and part-time employees in the bargaining unit hired on or after July 1, 2012 shall be based on the following scale:

Aggregate Years of Continuous Service	Total Annual Longevity Payments
11 but less than 15 years	2% of Base
15 but less than 20 years	3% of Base
20 but less than 25 years	4% of Base
25 years or over	5% of Base

B. Said longevity payment shall not affect the annual increment to which an employee is entitled but is compensated for continued and faithful service to the Town.

C. Subsequent to July 1, 1976, a member who enlists in the Armed Forces of the United States (i.e., Army, Navy, Air Force, Marine Corps and Coast Guard) shall not have such time spent on active duty included in determining the number of aggregate years of Town service, unless otherwise required by law.

Section 3.3 PERSONNEL. The Town and the Union shall recognize and adhere to all provisions of ordinances and laws, and they shall also adhere to the provisions of the Town's Personnel Rules and Regulations not otherwise superseded by the terms of this Agreement.

Section 3.4 INSURANCE.

A. For eligible employees, the Town shall offer the following

coverages in a group plan, as long as such group plans remain commercially available to the Town, for family and individual coverage, as appropriate, and as long as no alternative national health care plan has been enacted by the federal government: (a) an HMO plan substantially similar in plan design to the one existing as of the date of execution of this Agreement, with student rider to age 25 (unless otherwise required by law), or; (b) for employees who were eligible for Town-paid healthcare coverage prior to April 1, 2000 a PPO Plan with student rider to age 25 (unless otherwise required by law), for full-time permanent employees. Effective July 1, 2012, the following co-pays and deductibles shall apply to both the PPO plan and the HMO plan: \$250 in-network annual deductible (individual plan) / \$500 in-network annual deductible (family plan); \$20 primary office visit co-pays; \$25 specialist office visit co-pays; \$50 Urgi-center co-pays; \$200 emergency room co-pay. All employees who become eligible before April 1, 2000 shall be entitled to the PPO Plan, as modified by the parties from time to time, or a less costly plan only. All employees who become eligible on or after April 1, 2000 shall be eligible only for health insurance coverage pursuant to the HMO plan, as it may be modified or substituted for hereafter. Effective July 1, 2012, all employees shall contribute twenty percent (20%) of the cost of health and dental insurance coverage.

The Town will continue to make payments to a fund designated by

the Union to provide prescription coverage. Effective July 1, 2018, the Town will pay \$250.70 per month for each eligible employee for such prescription coverage; effective July 1, 2019, the Town will pay \$256.70 per month for each eligible employee for such prescription coverage; effective July 1, 2020, the Town will pay \$266.20 per month for each eligible employee for such prescription coverage. The Town may withdraw from the Union's designated prescription plan at any time, without penalty, upon 60 days' notice, and the Town then will restore prescription coverage pursuant to its PPO or HMO plan, as applicable. The Town shall forward said premium, on behalf of all eligible employees, to the fund designated by the Union to provide prescription coverage no later than the twentieth (20th) day of the succeeding month for the prior month.

Part-time employees and under-20-hour-employees within the Unit shall be allowed to purchase the above insurance coverage through the Town's group plan, at the expense of the employee and said payment shall be made through a bi-weekly payroll deduction.

B. The Town shall pay, during the term of this Agreement, the full cost of family or individual coverage, as appropriate, for Delta Dental Levels I-IV with a Student Rider to age 23 for all employees covered by this Agreement, subject to the 20% (twenty percent) contribution required of all employees. Coverage for crowns shall be 80% and the annual employee maximum shall be \$2,000.

C. The Town shall provide and pay for a group life insurance policy in the amount of \$50,000. This policy shall include double indemnity for death occurring during or arising out of employment with the Town for each full-time employee while they are in the employ of town. The Town reserves the right to self insure this benefit.

D. MEDICAL INSURANCE FOR RETIREES. Effective July 1, 1989, any employee covered by this collective bargaining agreement at the time of his or her retirement from employment with the Town of North Kingstown, and who has been employed by the Town as a full-time employee, and commences to receive a retirement benefit, shall, upon retirement, be eligible to receive, with his or her spouse, at the expense of the Town, subject to the 20% co-pay for employees hired after March 31, 2002 and the cap applicable to those after June 30, 2004 and the co-pay applicable to those retiring on or after January 1, 2012, the medical plan in effect for that employee at the date of retirement plus prescription coverage (either Major Medical or SCRIP) to age 65. The above eligible employees (i.e., those retiring with at least 20 or 25 years of full-time service, as applicable) who retire on or after January 1, 2012 may receive medical benefits only if they also pay in advance each month the same percentage of the health insurance premium that they were required to pay as employees at the time they retired. Employees hired on or after 9/24/08 who

achieve eligibility for benefits under this subsection D shall be entitled to single coverage only, subject to their payment in advance each month of the percentage of premium they were required to pay at the time of retirement.

For employees retiring on or after July 1, 2004, the Town will not pay for prescription coverage through the insurer, but instead will, until they become qualified for Medicare, continue making payments for such coverage to the fund designated by the Union to provide prescription coverage provided that the retiree maintains membership in the Union. Effective July 1, 2018, the Town will pay \$246.50 per month for such prescription coverage; effective July 1, 2019 the Town will pay \$252.50; and, effective July 1, 2020 the Town will pay \$262 for such prescription coverage. Such retirees and their spouses, if the retiree's full-time service commenced prior to September 24, 2008, shall be provided a Medicare supplement substantially similar to the one in effect on the date of execution of this Agreement for life upon the attainment at age 65, or at such other age required for eligibility as long as such a plan is commercially available. Retirees may opt for a more costly supplement if it is available from the Town's then-insurer by paying the difference in cost monthly in advance. No Medicare supplement coverage will be provided for retirees who become full-time employees after September 24, 2008. Such retirees will be eligible, however,

to purchase a Medicare supplement at the employer's group rate, solely at the retiree's cost. All full-time employees who become full-time on or after 9/24/08 shall participate in a Health Savings Account ("HSA") by contributing \$.05 per hour with the fund being used for purchase of such Medicare supplemental coverage.

The Town's obligation to provide such medical health coverage shall be suspended if the retiree accepts employment elsewhere and receives from this employer equivalent medical health coverage. The Town's obligation to provide medical health insurance coverage shall also be suspended if the employee receives equivalent coverage pursuant to a policy held by the employee's spouse. At the request of the Town, the employee shall be obligated to provide proof that he or she is not receiving equivalent coverage from another source.

Effective October 15, 1993, employees retiring must have served a minimum of twenty (20) full years as full-time employees of the Town in order to be eligible for this benefit. Effective July 1, 2012, employees retiring must have served a minimum of twenty-five (25) full years as full-time employees of the Town in order to be eligible for this benefit; however, employees who have served a minimum of twenty (20) full years as full-time employees of the Town and who are eligible to retire on or before June 30, 2017, will be eligible for this benefit, notwithstanding the twenty-five (25) full years as full-time employees eligibility requirement taking effect July 1,

2012.

E. With thirty (30) days' notice to the Union and all employees covered by this Agreement, the Town shall have the right at any time during this Agreement to provide equivalent benefits under different plans and from different providers, for all benefits contained in this Section 3.4.

F. ALTERNATIVE HEALTH OPTION. Upon presentation of proof of alternative health care coverage pursuant to a non-Town paid plan satisfactory to the Town, employees eligible for paid health care insurance under this Agreement may choose not to be covered under the Town's group health insurance policies. Eligible employees hired on or before June 30, 2012 enrolled in a family plan making this choice shall receive fifteen hundred dollars (\$1,500.00) for family plan coverage for each full contract year in which they are not covered for family coverage and for those dropping individual coverage, the compensation shall be seven hundred fifty dollars (\$750.00) of the Town's cost for individual coverage for each full contract year of non-coverage by a Town plan. The parties understand and agree that neither employees whose spouses are employed by the Town nor those who have not in the past chosen to be covered by Town policies shall be eligible for this benefit. Provided, however, that employees who enjoy dual coverage as of September 1, 1993 shall be eligible for this benefit. For each year in which the employee opts out under

this Section, he or she shall receive no coverage pursuant to this Article, except that employees may opt back into the Plan in the event of a Major Life Event causing loss of alternative coverage, such as death or loss of employment of a spouse. Payments to employees under this provision shall be made at the end of each contract year, in arrears. If an employee has opted back into Town coverage during the course of a contract year, he or she shall be entitled to no payment under this Section for that year.

No employee hired on or after July 1, 2012 shall be eligible to receive any payment in lieu of health insurance as set forth in this Section 3.4(F).

G. In the event national health care legislation is enacted during the term of this Agreement, the parties shall meet and negotiate the terms of health care coverage most cost effective for the Town and the employees. The parties agree that the Town shall comply with any such legislation and that the parties will negotiate a package for employees that is at once no more costly than the one described above, and as nearly identical as feasible under the new legislation to the one described above.

Section 3.5 RETIREMENT. A. The Town shall continue in effect, for all full-time employees of the bargaining unit, the present State Municipal Employees' Retirement System Program as defined in Title 45, Chapter 21, General Laws of Rhode Island, as amended, or such

other retirement program as is no less than equal in benefits. Effective June 30, 1994, the Town shall enroll all employees whose regular work schedule is for twenty or more hours per week as members in the Retirement System and shall provide such employee with retirement credits based upon each individual's length of employment with the Town under the same terms as established for Teacher Aides by the North Kingstown School Department and as stated in correspondence from the Retirement System's Acting Director dated April 16, 1992.

B. Retirement age for members of the bargaining unit shall be as defined in Title 45, Chapter 21, General Laws of Rhode Island, as amended, for those members having met the service requirements of the statute.

C. Voluntary separations from service prior to the retirement ages set forth above shall be considered terminations and payment for accrued sick leave shall not be paid to the member.

D. Effective January 1, 1999, benefits with the State Municipal Employees' Retirement System Program shall include the COLA Plan C benefits as described in Title 45, Chapter 21, Section 52, General Laws of Rhode Island, as amended, for employees retiring thereafter.

Section 3.6 UNIFORMS AND UNIFORM ALLOWANCE. A. Each full-time operational and full-time janitorial employee in the Department of Public Works (other than Water Supply Division) shall wear a dark

green polyester/cotton blend, permanent press uniform during working hours. The Town shall provide each of these employees an annual uniform allowance of \$300, payable in July.

B. Each full-time operational employee of the Water Supply Division shall wear a dark blue polyester/cotton blend, permanent press uniform during working hours. The Town shall provide each of these employees a uniform allowance in the amounts and on the same schedule as cited in 3.6 (A) above.

C. The Golf Course Mechanic and Public Safety Janitor Mechanics and Animal Wardens shall also receive a uniform allowance in the amount and on the same schedule as cited in 3.6 (A) above.

D. The employees covered in 3.6 (A), (B) and (C) above shall each purchase his or her uniforms and shall maintain them in good repair and clean condition.

E. Any employee whose uniform is damaged (excepting reasonable wear and tear) in the course of performing his or her normal duties shall have said uniform, or element thereof, replaced by the Town after the damaged item has been turned in to his or her department head.

F. Employees shall wear such safety gear/attire, insignias of the Town and head gear as are reasonably prescribed or provided by the Town from time to time. Prior written side agreements between the parties relating to clothing shall not be affected hereby.

Additionally, appropriate permanent, year round employees designated by the Town assigned to the Public Works, Recreation and Water Departments will purchase and wear daily steel-toed safety shoes. The Town will reimburse said employees up to \$150.00 per year for said safety shoes upon presentation of a receipt that specifies that the shoes have steel toes.

Section 3.7 SHIFT DIFFERENTIAL. Any employee in the Unit who is required to work the second or third shift shall receive an additional compensation of \$.50 per hour for those hours worked. This shift differential compensation shall not apply to overtime or callback hours worked when the employee works extra hours subsequent to his or her normal day's shift or on a holiday or day off and such extra hours of work occurred during the evening or nighttime.

Section 3.8 DUTIES AND EXCLUSIONS FROM DUTIES. A member of any department or agency covered by this Agreement may, at the discretion of the department or agency head, be required to work in any division of his or her department or agency in his or her normal job description. Such assignments may be based upon work load, job performance and/or fiscal restraints and may be either temporary or permanent in nature. A member of any department or agency covered by this Agreement may, at the Town Manager's discretion, be assigned temporarily to work in another department or agency for which he/she is qualified, after discussion with the Union, even where it falls

outside his/her normal job description; provided, however, this will not be used to deprive any employee of an opportunity to work in a higher rank within his/her own department or agency. In the event of an emergency, a member may be assigned duties in any department or agency and without regard to such assignment falling within the limits of his or her normal job description. An emergency shall be defined as a condition which endangers the health, safety or welfare of persons within the Town or which threatens damage to property within the Town, whether privately or publicly owned and expressly shall include, but not be limited to, all sanding and/or plowing activities required by the Town due to dangerous road conditions.

Section 3.9 EMPLOYEE EVALUATION REPORTS. If employee evaluation or progress reports are maintained or filed on any employee, said employee may make written comment on such report.

Section 3.10 TUITION REIMBURSEMENT PROGRAM. The Town agrees to make available \$4,000 per year (in the aggregate) for the purpose of reimbursing employees for attending approved, job-related educational courses that are either part of a degree-granting program or part of a technical, professional, GED or trade school program. To qualify for reimbursement, the employee must successfully complete the course and, if applicable, receive a minimum grade of a "C" (or equivalent) for undergraduate level courses or a "B" (or equivalent) for graduate level courses. The Town and the Union will form a committee

responsible for accepting and approving qualifying applications from employees and administering the course reimbursement program. The committee will consist of one non-interested employee designated by the Union, the Town Manager (or his/her designee), and the Finance Director (or his/her designee). The committee's decisions, including, but not limited to, approving or disapproving applications and determining the order, availability and timing of reimbursements, will be final and binding and not subject to appeal through the grievance and arbitration clause of this Agreement or otherwise. This section shall apply to under 20-hour per week employees.

ARTICLE IV
HOURS, OVERTIME, CALLBACK AND SENIORITY

Section 4.1 HOURS OF WORK. A. The regular hours of work for each employee covered by this Agreement shall remain as they presently are. Any future changes in these hours affecting a substantial number of employees shall be by mutual agreement between the Union and the Town.

B. Work weeks, for payroll purposes, shall fall between 12:00 a.m. on Sunday and 12:00 midnight of the next succeeding Saturday.

Section 4.2 OVERTIME PAY.

A. Time and one half shall be paid in wages for all work performed in excess of a regular work week by any full-time employee covered by this Agreement or in excess of the employee's work day, if

the employee is not absent the next day because of illness. A full-time employee who is ordered to work during an emergency (e.g., plowing during snow storm, water main break, etc.) in excess of the employee's regular work week or in excess of the employee's work day shall be paid time and one half for such hours in accordance with this Section 4.2(A) even if the employee is absent the next day, provided the employee has a documented illness or the absence is approved by the department head.

B. All Town Hall and Library part-time employees shall receive time and one half for hours worked in excess of thirty-five (35) hours in any work week. This provision (Subsection 4.2B) shall apply to under-20-hour-employees.

C. All Public Works part-time employees shall receive time and one half for hours worked in excess of forty (40) hours in any work week.

D. Except in emergencies as defined in Section 3.8 above, all employees shall have the right to accept or decline work in excess of their regular schedules, except that if all employees in a job classification who are capable of performing the work have rejected the opportunity, then the junior employee who is capable of performing the work proficiently will be assigned the work.

E. No employee shall be requested to work in excess of sixteen (16) continuous hours without the consent of said employee.

F. The Town's personnel office shall provide on request, but not more often than quarterly, to the President of Local Union 1033 a list of all members of the Unit who have in the preceding three (3) months worked overtime. Such lists shall show, by individual member, the number of overtime hours worked during the report period.

G. The sole and exclusive remedy for any misassignment of overtime shall be that the employee denied the opportunity shall be afforded the first choice at the next equivalent opportunity for which he/she is qualified.

Section 4.3 CALLBACK PAY. Any full-time employee who is made aware of a call back to duty during or prior to his/her regular shift to work hours not contiguous to his/her regular shift, other than on a holiday, and who is called back to such duty, shall receive callback pay at the rate of time and one half for a minimum of two (2) hours.

Any full-time employee who is made aware of a call back to duty after his/her regular shift hours to work hours not contiguous to his/her regular shift, other than a holiday, and who is called back to such duty, shall receive callback pay at the rate of time and one half for a minimum of four (4) hours.

Section 4.4 ROTATION. A. Overtime and callback, whenever possible, shall be rotated equitably among the employees within a particular department who are within the job classification of the

work to be performed, except where specific knowledge and skill on a particular job is required.

B. Choice of time for vacations shall be by seniority. However, a senior person may reject this benefit at his or her discretion without the need of any explanation on his or her part. Further, in the event that an employee shall reject this benefit, it shall not be construed as a waiver of his or her seniority rights in any subsequent situation where seniority would prevail.

C. A seniority list based on length of service to the Town shall be compiled by the Town in January and July of each year. The list shall be arranged by departmental groupings and, upon written request by the Union, shall also include the amount of overtime worked by each employee. A copy of the seniority list shall be provided to the Union President but there shall be no posting of this list in any town building. Members wishing a copy of the list shall obtain same from the Union.

D. SENIORITY. (a) Notice of all new and vacant positions shall be posted by the Town on appropriate bulletin boards at each work site. This provision shall apply to under-20-hour-employees.

(b) Any interested bargaining unit applicant may apply for a new or vacant position, providing said position is a promotional position, to the Town Manager on forms provided by the Town. This provision shall apply to under-20-hour-employees.

E. In the event a reduction in forces is required, the most junior employee(s) in the classification affected (e.g., custodian; dispatcher; mechanic; equipment operator; Clerk I; Clerk II; secretary) shall be subject to layoff.

F. Any employee who has been laid off, shall have his/her name placed on a re-employment list for six (6) months from the date of separation. In the event of a recall, employees on the list in the affected classification shall be offered re-employment in the order of their seniority. The Town will notify the employee of re-employment by mailing notification to said employee at his or her last known address. It is understood that it is the employee's responsibility to advise the Town of his or her current address. The notified employee shall respond to the Town within five (5) working days. If the employee fails to notify the Town within five (5) working days or declines a recall opportunity, his or her right to reemployment shall be forfeited and his or her name shall be removed from the reemployment list.

ARTICLE V
HOLIDAYS AND LEAVE

Section 5.1 HOLIDAYS. A. The following days, when falling on a regularly scheduled workday, are paid holidays for full-time employees in the bargaining unit, provided the employee works and/or is on paid leave authorized by this Agreement for his or her full, scheduled shift immediately preceding and immediately following the holiday:

New Year's Day	Labor Day
Martin Luther King Jr. Day	Columbus Day
Washington's Birthday	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Day after Thanksgiving
Victory Day	Christmas Eve
	Christmas Day

If any of the foregoing holidays is observed on a day different from the date of the holiday, only the day of observance shall be construed as a holiday for purposes of this section.

B. When a full-time employee and part-time employee as defined in this Contract is required to work on a holiday, he or she shall be paid, in addition to his or her regular holiday pay for that day, 1-1/2 times his or her regular hourly rate for those hours actually worked for a minimum of three (3) hours.

C. Should an employee be required to work callback hours on a regularly scheduled holiday off, he or she shall be paid at the rate of 1-1/2 times his or her hourly rate for those callback hours. Should an employee be required to work overtime on a regularly scheduled holiday off, he or she shall be paid at the rate of 1-1/2 time his or her hourly rate for those hours actually worked.

D. Whenever an authorized holiday falls on a Monday, Tuesday, Wednesday, Thursday, or Friday, a full-time employee who is regularly scheduled to have such holiday off shall be granted an additional day off within two (2) weeks of such holiday and on a day to be mutually agreed upon by the employee and the employee's department head. If no agreement is reached within two (2) weeks, then said day will be added to the employee's accrued vacation time.

E. When an authorized holiday falls on a Saturday, Sunday, or another authorized holiday, the Town Manager shall designate the day of observance and shall notify the Union at least ninety (90) days before said holiday.

F. A part-time employee, as defined in this contract, shall receive his or her regular rate of pay for those holidays listed in Paragraph A of this Section, provided, however, that the holiday falls on a regularly scheduled work day for the said part-time employee. This subsection shall apply to under-20-hour-employees.

Section 5.2 VACATIONS. All full-time employees in the

bargaining unit shall be entitled to annual vacation leave to be determined as follows:

A. Completion of one (1) through five (5) years of continuous service to the Town; five sixths (5/6) of one (1) day per month for a total of ten (10) working days per year.

B. Completion of five (5) through ten (10) years of continuous service to the Town; one and one fourth (1-1/4) day per month for a total of fifteen (15) working days per year.

C. Following completion of ten (10) years of continuous service to the Town: (1) full-time employees in the bargaining unit will accrue a total of fifteen (15) working days per year plus one (1) additional day for each additional year of continuous service to the Town, but not exceeding a maximum of thirty (30) days per year.

D. Effective not later than April 1, 1999, the following procedure shall have effect, to be implemented by the Town as soon as practicable. Sign-ups for vacation weeks/days will be as prescribed by the Personnel Ordinance and Personnel Rules. Conflicts in the creation of the schedule shall be resolved on the basis of seniority, provided that all assignments will be based on the Town's business needs. Once the calendar of vacation weeks/days is set, no employee can be bumped out of his or her assigned vacation time by another employee. For periods of less than a week, employees shall request vacation at least 72 hours in advance. Employees may use up to five

vacation days per year for emergencies. In an emergency situation, the employee shall request the vacation time as soon as the employee learns of the need for leave. "Emergencies" are unforeseeable personal crises, unrelated to the employee's personal illness, making it necessary for the employee to be absent from work.

Vacation leave shall be granted as scheduled. Any employee shall be granted vacation leave upon request to their individual department heads, as follows. Said request shall be considered and approved in a timely manner and based on workload, overtime costs and daily staff needs. No employee may take vacation without prior approval of his or her department head. In the event the Department or Division Head exercises his or her discretion to deny such approval, he or she shall, upon request by the employee, inform the employee of the reason.

Vacation leave may be taken in one half (1/2) hour increments.

F. Annual leave shall be computed on the basis of years of continuous service. Annual leave may be accumulated to any amount, but, for employees hired on or before June 30, 2012, only forty (40) days of annual leave may be carried over from one (1) fiscal year to another; and, for employees hired on or after July 1, 2012, only twenty (20) days of annual leave may be carried over from one (1) fiscal year to another. The amount of accumulated annual leave of an employee in excess of forty (40) days (for employees hired on or

before June 30, 2012) or in excess of twenty (20) days (for employees hired on or after July 1, 2012) at the end of a Town fiscal year shall be credited to the sick leave account of an employee

G. Upon termination from service to the Town, a full-time employee hired on or before June 30, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of forty (40) days. Upon termination from service to the Town, a full-time employee hired on or after July 1, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of twenty (20) days.

H. Regular part-time employees shall be defined as those employees who work at least twenty (20) hours per week for at least forty-two weeks per fiscal year. Such employees shall earn vacation leave as follows: Those employees who have completed one (1) through five (5) years shall receive five sixths ($5/6$) of one (1) day per month up to a maximum of two (2) work weeks for the employee per year; those employees who have completed five (5) through ten (10) years shall receive one and one fourth ($1-1/4$) days per month up to a maximum of three (3) work weeks for the employee per year; those employees hired on or before June 30, 2002 who have completed ten (10) years shall receive a total of one and one-fourth ($1-1/4$) days per month, up to a maximum of three (3) of their work weeks per year

plus one-fifth (1/5) of one additional week for each additional year of continuous service to the Town, also earned pro rata for each month served during the year, but not to exceed a maximum of six (6) weeks per year; those employees hired on or after July 1, 2002 who have completed ten (10) years shall receive a total of one and one-fourth (1-1/4) days per month, up to a maximum of three (3) of their work weeks per year plus one-fifth (1/5) of one additional week for each additional two years of continuous service to the Town, also earned pro rata for each month served during the year, but not to exceed a maximum of six (6) weeks per year. Under-20-hour-employees shall be entitled to one of their workweeks of paid vacation per year after completion of one (1) year of service. Upon termination from service to the Town, a regular part-time employee hired on or before June 30, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of forty (40) hours. Upon termination from service to the Town, a regular part-time employee hired on or after July 1, 2012 who has completed one (1) year of continuous service shall be paid all accrued and unused annual vacation leave up to a maximum of twenty (20) hours. Employees may, with prior permission from the Town, discharge vacation time in blocks of one (1) hour or more, and the Town will continue its practice of recording hourly vacation entitlement for each employee.

Examples: Under-20-Hour-Employee:

(i) An employee who is normally scheduled to work 15 hours per week will be paid for 15 hours for each week of his or her vacation entitlement.

(ii) Regular Part-Time Employee:

If an employee's schedule is

Monday: 8 hours

Tuesday: 8 hours

Wednesday: 4 hours

Friday: 3 hours

and the employee has completed three (3) years of service, he or she can earn up to 46 hours of vacation during the year.

Section 5.3 SICK LEAVE AND LEAVE FOR LONG TERM INJURY OR

ILLNESS. A. All full-time employees covered by this Agreement shall earn sick leave at the rate of 1-1/4 days per month, which may be accumulated from year to year.

B. Sick leave may be used for the employee's pregnancy.

C. Upon retirement or death, the Town will pay full-time employees for all unused sick leave up to a maximum of 50 days. .

D. An employee with a long term injury or illness who has exhausted all other leave, shall, upon written request to his or her department head be granted up to one (1) year leave of absence

without pay. Upon return to active employment, he or she shall advance to the appropriate salary level and seniority status which he or she would have received if he or she had not been ill or injured.

E. Regular part-time employees, as defined in Section 1.1 and Section 5.2 (G) shall, at July 1 be credited with sick leave hours each year equal to 1-1/4 times the average hours worked each week in the preceding fiscal year said sick leave, including that sick leave already credited, may be accumulated from year to year to a maximum accumulation of fifty (50) days. Effective June 30, 2013, such regular part-time employees may accumulate sick leave from year to year to a maximum accumulation of twenty-five (25) days.

F. EXTENDED SICK LEAVE BENEFITS. It is recognized that a member covered by this agreement may suffer an off-the-job illness or injury that causes a member to exhaust all accumulated sick and vacation leave. In order to assist such member in a time of need, the Town agrees to allow the donation of sick leave from any other members of the bargaining unit. On September 1st of each year, the Town will provide the necessary forms to be executed by the members of the bargaining unit allowing such members to donate a maximum of five (5) accumulated sick leave days per member into a central sick leave depository. Only after all of a member's sick leave and vacation leave has been utilized, may a member request to be granted sick leave days from the depository. Such request will be made on a

form provided by the Town and be submitted to the Town Manager. Requests for sick leave must be accompanied by a physician certificate indicating the nature of the illness or injury and the estimated date the member will return to active duty. The maximum number of days that any member may use from the depository in any contract year is 60 days. A member on a leave of absence pursuant to this Section 5.3(F) shall not accrue sick, annual, personal, or any other paid leave time while on such paid leave. The Town Manager shall publish a report annually to keep the members informed of the amount of hours in the pool, hours distributed the prior year, and number of members who received hours.

Effective July 1, 2012, the extended sick leave bank established herein will be closed to any further donations. The balance of the extended sick leave bank as of that date will not be forfeited. Instead, members may continue to request extended sick leave in accordance with this section, provided there is leave available for distribution in the extended sick leave bank. Once the extended sick leave bank is fully depleted and the balance drops to zero, the extended sick leave program will be permanently suspended. In lieu of the parties' agreement to close and suspend the extended sick leave bank, the Town will elect to become subject to the Rhode Island Temporary Disability Insurance Program beginning January 1, 2013 with respect to those employees covered by this Agreement and agrees to

deduct the statutorily required amounts from each employee's salary to cover such TDI Program. Any qualifying leave taken under this Agreement shall run concurrently with any leave entitlement under applicable family medical leave laws and / or the Rhode Island Temporary Caregiver Insurance act, unless otherwise required by law.

Section 5.4 DEATH, FAMILY ILLNESS AND PERSONAL LEAVE.

A. Death Leave

1) Three (3) days' leave, per occurrence, shall be granted an employee in the event of the death of a member of the employee's immediate family. Immediate family shall be defined as spouse, children, mother, father, brother, sister, grandmother, grandfather, or any relative living in the employee's household. Such leave shall not be chargeable to annual leave or sick leave. One (1) additional day, per occurrence, shall be granted an employee in the event of the death of the employee's spouse, domestic partner, children, mother or father.

2) At the discretion of the department head, up to three (3) days' leave, per occurrence, may be granted an employee in the event of the death of any employee's mother-in-law, father-in-law, brother-in-law, or sister-in-law. It shall not be chargeable to annual or sick leave.

3) At the discretion of the department head, one (1) day of leave, per occurrence, may be granted an employee in the event of the

death of any employee's relative, other than those stated herein, to attend the funeral.

B. Family Illness Leave

A total maximum of four (4) days' leave per year shall be granted an employee in the event of extreme illness of the employee's immediate family, as defined in 5.4 above. Such leave shall be chargeable to the employee's accrued sick leave. Days off taken by an employee in excess of four (4) days per year for reason of family illness shall be chargeable to annual leave. The Town Manager may grant an employee's request to use up to an additional two (2) days of his or her accrued sick leave in the event of extreme illness of an employee's immediate family. Such request shall be accompanied by satisfactory proof of illness (e.g., a certification from a treating physician) and the need of the employee to attend to his or her immediate family member.

C. Personal Leave

Two (2) days' Personal Leave days, per year, shall be granted to each employee with the approval of their immediate supervisor or department head, as the case may be. Effective July 1, 1991, three (3) Personal Leave Days, per year, shall be granted to each employee with the approval of their immediate Superior or Department Head. Personal Leave Days shall not be chargeable to annual or sick leave. Said approval shall not be arbitrarily or capriciously withheld. Any

dispute regarding the application of this section will be subject to the provisions of Article II, Section 2.1 of this Agreement.

Whenever possible all employees will give prior notification to their appropriate department head or supervisor of their intent to exercise their rights under this section.

D. The provisions of this Article pertaining to Family Illness Leave and Death Leave shall be in lieu of rather than in addition to any such provisions contained in the Personnel Rules and Regulations.

Section 5.5 JURY LEAVE. An employee who is called for jury service in a Court of law shall be excused from work for the days in which he or she serves and he or she shall receive for each day of jury service on which he or she otherwise would have worked his or her normal earnings, provided, however, the employee turns over and assigns to the employer all jury duty pay received during this time. The parties acknowledge and agree that the employee shall not turn over and assign to the Town any payment received as stipend /reimbursement for mileage and/or parking associated with jury duty.

Section 5.6 INJURY/ILLNESS ON DUTY. Employees incurring injury or illness on the job, as provided by the Rhode Island Workers' Compensation Act, shall receive from the Town such benefits as are provided by the Act or as are covered by the Town's Personnel Ordinance, as it may be amended by the Town from time to time, whichever are greater. The Town will continue to cover the first

three days of injury/illness, however, by paying the employee's normal and regular wages for that period.

Section 5.7 LIGHT DUTY. Employees who are determined to be unfit for their regular duties, whether or not due to on-the-job injury, may be required to return to work to perform such duties as they are capable of performing. Such light duty may consist solely of duties not normally performed by members of the bargaining unit, or a combination of both. Such light duty assignments shall be offered only after consultation with the Union and when supported by the employee's treating physician, or in the event of disagreement between the treating physician and the Town's physician, the two shall designate a third, neutral physician, who shall be paid by the Town, and the third physician's decision shall be final. In no event shall the light duty assignment result in the displacement of a bargaining unit employee or occur outside of the regular work week. For purposes of this Section, "displace" means to cause the loss of work or work assignment during the regularly scheduled work week. The Town will hold the Union harmless and indemnify it against any legal costs and liability arising out of this provision.

Section 5.8 EXAMINATIONS. It is agreed that a Town physician may examine a Town employee at the Town's expense, in matters involving an illness or injury which causes the employee's absence of five consecutive work days or longer, or as otherwise permitted by

law. The parties understand and agree that the Town's Personnel Rules shall continue to pertain with respect to absences of two days or more.

Section 5.9 Employees who are on any unpaid leave of absence, workers compensation leave, and/or absent for active military service shall be entitled to none of the benefits of this Agreement, including but not limited to the accrual of any annual or sick leave, while on such leave, except to the extent they are expressly granted eligibility for certain benefits in other Sections of this Agreement or as may otherwise be required by law. For the purposes of this section, the parties acknowledge that the benefits set forth herein are short-term compensation for work performed for the purposes of the Uniformed Services Employment and Reemployment Rights Act.

ARTICLE VI
GENERAL PROVISIONS

Section 6.1 UNION REPRESENTATIVE. A. Except as set forth herein, the internal business of the Union shall be conducted during non-duty hours of the employees involved.

Up to four (4) members of the Union's negotiating committee may attend meetings for the purpose of negotiating or conducting business with the Town during their working hours without loss of pay.

B. The steward of the Union or his or her designee shall be granted up to three (3) hours per week with the consent of his or her

immediate supervisor (which shall not be arbitrarily or capriciously withheld) for the purpose of servicing Union members on the job.

C. The steward of the Union or his or her designee may have up to two days per year to attend a state or national union convention. This time shall not be chargeable to any other leave.

Section 6.2 UNION BULLETIN BOARDS. Space will be made available for bulletin boards to be supplied at Union cost with the Town to have discretion as to size, placement and location. Only matters relating to Union affairs shall be permitted on said bulletin boards.

Section 6.3 PAY DAY. The Town may, in its discretion, have pay day on Friday, or continue to have it on Thursday.

ARTICLE VII COVENANTS

Section 7.1 LEGAL PROVISIONS. The Town and the Union hereby acknowledge that all benefits conferred by this Agreement upon the members of the bargaining unit are subject to the provisions of Federal and State Laws and Regulations and subject, as well, to the provisions of the Town Charter and Ordinances.

Section 7.2 SAVING CLAUSE. Should any provision of this Agreement be found to be inoperative, void, or invalid 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,

it being the intention of the parties that no portion of this Agreement or provision herein shall become inoperative or fail by reason of the invalidity of any other portion or provision.

Section 7.3 DURATION. The duration of this Agreement shall extend from July 1, 2018 through June 30, 2021 and shall continue in effect thereafter unless amended, modified or terminated in accordance with this Section. Either party wishing to amend, modify or terminate this Agreement must so advise the other party in writing no less than one hundred twenty (120) days prior to the last day for the appropriation of money by the Town for the fiscal year commencing July 1, 2021.

Section 7.4 SCOPE OF AGREEMENT. The failure of either party to exercise any of the rights reserved to it or conferred upon it by this Agreement shall not foreclose the exercise of such rights at such time and in such circumstances as the Parties shall choose to exercise them in the future.

IN WITNESS WHEREOF, the parties hereto have caused to be signed and sealed this Agreement and like copies on the 20th day of November A.D. 2018.

In the presence of:

Joan C. Markert

Town of North Kingstown, R. I.

BY: A. Ralph Mollis
A. Ralph Mollis, Town Manager

In the presence of:

Rhode Island Laborers' District
Council on behalf of Public Service
Employees' Local Union 1033 of the
Laborers' International Union of
North America, AFL-CIO

BY: Michael F. Sabitoni
Michael F. Sabitoni
Business Manager
Rhode Island Laborers' District
Council

Karol O'Donnell

BY: Ronald R. Coia
Ronald R. Coia
Business Manager, Local 1033
Rhode Island Laborers' District
Council

APPENDIX A

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-18

1.5% Increase
 35 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	26,276.79	27,470.93	28,522.58	29,763.96	30,958.37
Biweekly	1,010.65	1,056.57	1,097.02	1,144.77	1,190.71
Hours	14.4378	15.0939	15.6717	16.3539	17.0101
11 Yearly	27,470.93	28,522.58	29,763.96	30,958.37	32,295.82
Biweekly	1,056.57	1,097.02	1,144.77	1,190.71	1,242.15
Hours	15.0939	15.6717	16.3539	17.0101	17.7449
12 Yearly	28,522.58	29,762.98	30,958.37	32,295.82	33,681.82
Biweekly	1,097.02	1,144.71	1,190.71	1,242.15	1,295.45
Hours	15.6717	16.3530	17.0101	17.7449	18.5065
13 Yearly	29,762.38	30,958.37	32,295.82	33,681.82	34,876.76
Biweekly	1,144.71	1,190.71	1,242.15	1,295.45	1,341.41
Hours	16.3530	17.0101	17.7449	18.5065	19.1630
14 Yearly	30,958.37	32,295.82	33,681.82	34,876.76	36,500.54
Biweekly	1,190.71	1,242.15	1,295.45	1,341.41	1,403.87
Hours	17.0101	17.7449	18.5065	19.1630	20.0552
15 Yearly	32,295.82	33,681.82	34,876.76	36,500.54	38,220.37
Biweekly	1,242.15	1,295.45	1,341.41	1,403.87	1,470.01
Hours	17.7449	18.5065	19.1630	20.0552	21.0001
16 Yearly	33,681.82	34,876.76	36,500.54	38,220.37	39,940.21
Biweekly	1,295.45	1,341.41	1,403.87	1,470.01	1,536.16
Hours	18.5065	19.1630	20.0552	21.0001	21.9451
17 Yearly	34,876.76	36,500.54	38,220.37	39,940.21	41,612.02
Biweekly	1,341.41	1,403.87	1,470.01	1,536.16	1,600.46
Hours	19.1630	20.0552	21.0001	21.9451	22.8637
18 Yearly	36,500.54	38,220.37	39,940.21	41,612.02	43,380.15
Biweekly	1,403.87	1,470.01	1,536.16	1,600.46	1,668.47
Hours	20.0552	21.0001	21.9451	22.8637	23.8352
19 Yearly	38,220.37	39,940.21	41,612.02	43,380.15	45,339.34
Biweekly	1,470.01	1,536.16	1,600.46	1,668.47	1,743.82
Hours	21.0001	21.9451	22.8637	23.8352	24.9117
20 Yearly	39,940.21	41,612.02	43,380.15	45,339.34	47,345.77
Biweekly	1,536.16	1,600.46	1,668.47	1,743.82	1,820.99
Hours	21.9451	22.8637	23.8352	24.9117	26.0141
21 Yearly	41,612.02	43,380.15	45,339.34	47,345.77	49,495.50
Biweekly	1,600.46	1,668.47	1,743.82	1,820.99	1,903.67
Hours	22.8637	23.8352	24.9117	26.0141	27.1953
22 Yearly	43,380.15	45,339.34	47,345.77	49,495.50	51,741.03
Biweekly	1,668.47	1,743.82	1,820.99	1,903.67	1,990.04
Hours	23.8352	24.9117	26.0141	27.1953	28.4291
23 Yearly	45,339.34	47,345.77	49,495.50	51,741.03	53,985.76
Biweekly	1,743.82	1,820.99	1,903.67	1,990.04	2,076.38
Hours	24.9117	26.0141	27.1953	28.4291	29.6626
24 Yearly	47,345.77	49,495.50	51,741.03	53,985.76	56,517.88
Biweekly	1,820.99	1,903.67	1,990.04	2,076.38	2,173.76
Hours	26.0141	27.1953	28.4291	29.6626	31.0538

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-18

1.5% increase
 35 Hours/ week

3% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	27,065.09	28,295.06	29,378.25	30,656.88	31,887.12
Biweekly	1,040.97	1,088.27	1,129.93	1,179.11	1,226.43
Hours	14.8709	15.5467	16.1419	16.8445	17.5204
11 Yearly	28,295.06	29,378.25	30,656.88	31,887.12	33,264.69
Biweekly	1,088.27	1,129.93	1,179.11	1,226.43	1,279.41
Hours	15.5467	16.1419	16.8445	17.5204	18.2773
12 Yearly	29,378.25	30,655.25	31,887.12	33,264.69	34,692.28
Biweekly	1,129.93	1,179.05	1,226.43	1,279.41	1,334.32
Hours	16.1419	16.8436	17.5204	18.2773	19.0617
13 Yearly	30,655.25	31,887.12	33,264.69	34,692.28	35,923.06
Biweekly	1,179.05	1,226.43	1,279.41	1,334.32	1,381.66
Hours	16.8436	17.5204	18.2773	19.0617	19.7379
14 Yearly	31,887.12	33,264.69	34,692.28	35,923.06	37,595.55
Biweekly	1,226.43	1,279.41	1,334.32	1,381.66	1,445.98
Hours	17.5204	18.2773	19.0617	19.7379	20.6568
15 Yearly	33,264.69	34,692.28	35,923.06	37,595.55	39,366.98
Biweekly	1,279.41	1,334.32	1,381.66	1,445.98	1,514.11
Hours	18.2773	19.0617	19.7379	20.6568	21.6302
16 Yearly	34,692.28	35,923.06	37,595.55	39,366.98	41,138.42
Biweekly	1,334.32	1,381.66	1,445.98	1,514.11	1,582.25
Hours	19.0617	19.7379	20.6568	21.6302	22.6035
17 Yearly	35,923.06	37,595.55	39,366.98	41,138.42	42,860.38
Biweekly	1,381.66	1,445.98	1,514.11	1,582.25	1,648.48
Hours	19.7379	20.6568	21.6302	22.6035	23.5496
18 Yearly	37,595.55	39,366.98	41,138.42	42,860.38	44,681.55
Biweekly	1,445.98	1,514.11	1,582.25	1,648.48	1,718.52
Hours	20.6568	21.6302	22.6035	23.5496	24.5503
19 Yearly	39,366.98	41,138.42	42,860.38	44,681.55	46,699.52
Biweekly	1,514.11	1,582.25	1,648.48	1,718.52	1,796.14
Hours	21.6302	22.6035	23.5496	24.5503	25.6590
20 Yearly	41,138.42	42,860.38	44,681.55	46,699.52	48,766.14
Biweekly	1,582.25	1,648.48	1,718.52	1,796.14	1,875.62
Hours	22.6035	23.5496	24.5503	25.6590	26.7946
21 Yearly	42,860.38	44,681.55	46,699.52	48,766.14	50,980.37
Biweekly	1,648.48	1,718.52	1,796.14	1,875.62	1,960.78
Hours	23.5496	24.5503	25.6590	26.7946	28.0112
22 Yearly	44,681.55	46,699.52	48,766.14	50,980.37	53,293.26
Biweekly	1,718.52	1,796.14	1,875.62	1,960.78	2,049.74
Hours	24.5503	25.6590	26.7946	28.0112	29.2820
23 Yearly	46,699.52	48,766.14	50,980.37	53,293.26	55,605.33
Biweekly	1,796.14	1,875.62	1,960.78	2,049.74	2,138.67
Hours	25.6590	26.7946	28.0112	29.2820	30.5524
24 Yearly	48,766.14	50,980.37	53,293.26	55,605.33	58,213.42
Biweekly	1,875.62	1,960.78	2,049.74	2,138.67	2,238.98
Hours	26.7946	28.0112	29.2820	30.5524	31.9854

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 7/1/2018

1.5% Increase
 35 Hours/week

5.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	27,722.01	28,981.84	30,091.32	31,400.98	32,661.08
Biweekly	1,066.23	1,114.69	1,157.36	1,207.73	1,256.20
Hours	15.2318	15.9240	16.5336	17.2533	17.9456
11 Yearly	28,981.84	30,091.32	31,400.98	32,661.08	34,072.09
Biweekly	1,114.69	1,157.36	1,207.73	1,256.20	1,310.46
Hours	15.9240	16.5336	17.2533	17.9456	18.7209
12 Yearly	30,091.32	31,399.31	32,661.08	34,072.09	35,534.32
Biweekly	1,157.36	1,207.67	1,256.20	1,310.46	1,366.70
Hours	16.5336	17.2524	17.9456	18.7209	19.5244
13 Yearly	31,399.31	32,661.08	34,072.09	35,534.32	36,794.98
Biweekly	1,207.67	1,256.20	1,310.46	1,366.70	1,415.19
Hours	17.2524	17.9456	18.7209	19.5244	20.2170
14 Yearly	32,661.08	34,072.09	35,534.32	36,794.98	38,508.07
Biweekly	1,256.20	1,310.46	1,366.70	1,415.19	1,481.08
Hours	17.9456	18.7209	19.5244	20.2170	21.1582
15 Yearly	34,072.09	35,534.32	36,794.98	38,508.07	40,322.49
Biweekly	1,310.46	1,366.70	1,415.19	1,481.08	1,550.87
Hours	18.7209	19.5244	20.2170	21.1582	22.1552
16 Yearly	35,534.32	36,794.98	38,508.07	40,322.49	42,136.92
Biweekly	1,366.70	1,415.19	1,481.08	1,550.87	1,620.65
Hours	19.5244	20.2170	21.1582	22.1552	23.1521
17 Yearly	36,794.98	38,508.07	40,322.49	42,136.92	43,900.68
Biweekly	1,415.19	1,481.08	1,550.87	1,620.65	1,688.49
Hours	20.2170	21.1582	22.1552	23.1521	24.1212
18 Yearly	38,508.07	40,322.49	42,136.92	43,900.68	45,766.05
Biweekly	1,481.08	1,550.87	1,620.65	1,688.49	1,760.23
Hours	21.1582	22.1552	23.1521	24.1212	25.1462
19 Yearly	40,322.49	42,136.92	43,900.68	45,766.05	47,833.00
Biweekly	1,550.87	1,620.65	1,688.49	1,760.23	1,839.73
Hours	22.1552	23.1521	24.1212	25.1462	26.2818
20 Yearly	42,136.92	43,900.68	45,766.05	47,833.00	49,949.79
Biweekly	1,620.65	1,688.49	1,760.23	1,839.73	1,921.15
Hours	23.1521	24.1212	25.1462	26.2818	27.4449
21 Yearly	43,900.68	45,766.05	47,833.00	49,949.79	52,217.75
Biweekly	1,688.49	1,760.23	1,839.73	1,921.15	2,008.38
Hours	24.1212	25.1462	26.2818	27.4449	28.6910
22 Yearly	45,766.05	47,833.00	49,949.79	52,217.75	54,586.78
Biweekly	1,760.23	1,839.73	1,921.15	2,008.38	2,099.49
Hours	25.1462	26.2818	27.4449	28.6910	29.9927
23 Yearly	47,833.00	49,949.79	52,217.75	54,586.78	56,954.98
Biweekly	1,839.73	1,921.15	2,008.38	2,099.49	2,190.58
Hours	26.2818	27.4449	28.6910	29.9927	31.2940
24 Yearly	49,949.79	52,217.75	54,586.78	56,954.98	59,626.36
Biweekly	1,921.15	2,008.38	2,099.49	2,190.58	2,293.32
Hours	27.4449	28.6910	29.9927	31.2940	32.7618

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 7/1/2018

1.5% increase
 35 Hours/ week

8% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	28,378.9299	29,668.6092	30,804.3820	32,145.0784	33,435.0427
Biweekly	1,091.4973	1,141.1004	1,184.7839	1,236.3492	1,285.9632
Hours	15.5928	16.3014	16.9254	17.6622	18.3709
11 Yearly	29,668.6092	30,804.3820	32,145.0784	33,435.0427	34,879.4835
Biweekly	1,141.1004	1,184.7839	1,236.3492	1,285.9632	1,341.5186
Hours	16.3014	16.9254	17.6622	18.3709	19.1645
12 Yearly	30,804.3820	32,143.3683	33,435.0427	34,879.4835	36,376.3666
Biweekly	1,184.7839	1,236.2834	1,285.9632	1,341.5186	1,399.0910
Hours	16.9254	17.6612	18.3709	19.1645	19.9870
13 Yearly	32,143.3683	33,435.0427	34,879.4835	36,376.3666	37,666.9009
Biweekly	1,236.2834	1,285.9632	1,341.5186	1,399.0910	1,448.7270
Hours	17.6612	18.3709	19.1645	19.9870	20.6960
14 Yearly	33,435.0427	34,879.4835	36,376.3666	37,666.9009	39,420.5797
Biweekly	1,285.9632	1,341.5186	1,399.0910	1,448.7270	1,516.1761
Hours	18.3709	19.1645	19.9870	20.6960	21.6596
15 Yearly	34,879.4835	36,376.3666	37,666.9009	39,420.5797	41,278.0029
Biweekly	1,341.5186	1,399.0910	1,448.7270	1,516.1761	1,587.6155
Hours	19.1645	19.9870	20.6960	21.6596	22.6802
16 Yearly	36,376.3666	37,666.9009	39,420.5797	41,278.0029	43,135.4262
Biweekly	1,399.0910	1,448.7270	1,516.1761	1,587.6155	1,659.0549
Hours	19.9870	20.6960	21.6596	22.6802	23.7007
17 Yearly	37,666.9009	39,420.5797	41,278.0029	43,135.4262	44,940.9772
Biweekly	1,448.7270	1,516.1761	1,587.6155	1,659.0549	1,728.4991
Hours	20.6960	21.6596	22.6802	23.7007	24.6928
18 Yearly	39,420.5797	41,278.0029	43,135.4262	44,940.9772	46,850.5576
Biweekly	1,516.1761	1,587.6155	1,659.0549	1,728.4991	1,801.9445
Hours	21.6596	22.6802	23.7007	24.6928	25.7421
19 Yearly	41,278.0029	43,135.4262	44,940.9772	46,850.5576	48,966.4867
Biweekly	1,587.6155	1,659.0549	1,728.4991	1,801.9445	1,883.3264
Hours	22.6802	23.7007	24.6928	25.7421	26.9046
20 Yearly	43,135.4262	44,940.9772	46,850.5576	48,966.4867	51,133.4329
Biweekly	1,659.0549	1,728.4991	1,801.9445	1,883.3264	1,966.6705
Hours	23.7007	24.6928	25.7421	26.9046	28.0953
21 Yearly	44,940.9772	46,850.5576	48,966.4867	51,133.4329	53,455.1406
Biweekly	1,728.4991	1,801.9445	1,883.3264	1,966.6705	2,055.9669
Hours	24.6928	25.7421	26.9046	28.0953	29.3709
22 Yearly	46,850.5576	48,966.4867	51,133.4329	53,455.1406	55,880.3078
Biweekly	1,801.9445	1,883.3264	1,966.6705	2,055.9669	2,149.2426
Hours	25.7421	26.9046	28.0953	29.3709	30.7035
23 Yearly	48,966.4867	51,133.4329	53,455.1406	55,880.3078	58,304.6198
Biweekly	1,883.3264	1,966.6705	2,055.9669	2,149.2426	2,242.4854
Hours	26.9046	28.0953	29.3709	30.7035	32.0356
24 Yearly	51,133.4329	53,455.1406	55,880.3078	58,304.6198	61,039.3100
Biweekly	1,966.6705	2,055.9669	2,149.2426	2,242.4854	2,347.6658
Hours	28.0953	29.3709	30.7035	32.0356	33.5381

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 7/1/2018

1.5% Increase
 35 Hours/ week

10.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	29,035.85	30,355.38	31,517.45	32,889.18	34,209.00
Biweekly	1,116.76	1,167.51	1,212.21	1,264.97	1,315.73
Hours	15.9537	16.6787	17.3172	18.0710	18.7961
11 Yearly	30,355.38	31,517.45	32,889.18	34,209.00	35,686.88
Biweekly	1,167.51	1,212.21	1,264.97	1,315.73	1,372.57
Hours	16.6787	17.3172	18.0710	18.7961	19.6082
12 Yearly	31,517.45	32,887.43	34,209.00	35,686.88	37,218.41
Biweekly	1,212.21	1,264.90	1,315.73	1,372.57	1,431.48
Hours	17.3172	18.0700	18.7961	19.6082	20.4497
13 Yearly	32,887.43	34,209.00	35,686.88	37,218.41	38,538.82
Biweekly	1,264.90	1,315.73	1,372.57	1,431.48	1,482.26
Hours	18.0700	18.7961	19.6082	20.4497	21.1751
14 Yearly	34,209.00	35,686.88	37,218.41	38,538.82	40,333.09
Biweekly	1,315.73	1,372.57	1,431.48	1,482.26	1,551.27
Hours	18.7961	19.6082	20.4497	21.1751	22.1610
15 Yearly	35,686.88	37,218.41	38,538.82	40,333.09	42,233.51
Biweekly	1,372.57	1,431.48	1,482.26	1,551.27	1,624.37
Hours	19.6082	20.4497	21.1751	22.1610	23.2052
16 Yearly	37,218.41	38,538.82	40,333.09	42,233.51	44,133.93
Biweekly	1,431.48	1,482.26	1,551.27	1,624.37	1,697.46
Hours	20.4497	21.1751	22.1610	23.2052	24.2493
17 Yearly	38,538.82	40,333.09	42,233.51	44,133.93	45,981.28
Biweekly	1,482.26	1,551.27	1,624.37	1,697.46	1,768.51
Hours	21.1751	22.1610	23.2052	24.2493	25.2644
18 Yearly	40,333.09	42,233.51	44,133.93	45,981.28	47,935.06
Biweekly	1,551.27	1,624.37	1,697.46	1,768.51	1,843.66
Hours	22.1610	23.2052	24.2493	25.2644	26.3379
19 Yearly	42,233.51	44,133.93	45,981.28	47,935.06	50,099.97
Biweekly	1,624.37	1,697.46	1,768.51	1,843.66	1,926.92
Hours	23.2052	24.2493	25.2644	26.3379	27.5274
20 Yearly	44,133.93	45,981.28	47,935.06	50,099.97	52,317.08
Biweekly	1,697.46	1,768.51	1,843.66	1,926.92	2,012.20
Hours	24.2493	25.2644	26.3379	27.5274	28.7456
21 Yearly	45,981.28	47,935.06	50,099.97	52,317.08	54,692.53
Biweekly	1,768.51	1,843.66	1,926.92	2,012.20	2,103.56
Hours	25.2644	26.3379	27.5274	28.7456	30.0508
22 Yearly	47,935.06	50,099.97	52,317.08	54,692.53	57,173.83
Biweekly	1,843.66	1,926.92	2,012.20	2,103.56	2,198.99
Hours	26.3379	27.5274	28.7456	30.0508	31.4142
23 Yearly	50,099.97	52,317.08	54,692.53	57,173.83	59,654.26
Biweekly	1,926.92	2,012.20	2,103.56	2,198.99	2,294.39
Hours	27.5274	28.7456	30.0508	31.4142	32.7771
24 Yearly	52,317.08	54,692.53	57,173.83	59,654.26	62,452.26
Biweekly	2,012.20	2,103.56	2,198.99	2,294.39	2,402.01
Hours	28.7456	30.0508	31.4142	32.7771	34.3145

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-18

1.5% Increase
 40 Hours/ week

Without Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	38,220.37	39,858.93	41,550.79	43,352.17
	Biweekly	1,470.01	1,533.04	1,598.11	1,667.39
	Hours	18.3752	19.1629	19.9763	20.8424
19	Yearly	39,858.93	41,550.79	43,352.17	45,264.13
	Biweekly	1,533.04	1,598.11	1,667.39	1,740.93
	Hours	19.1629	19.9763	20.8424	21.7616
20	Yearly	41,550.79	43,352.17	45,264.13	47,282.96
	Biweekly	1,598.11	1,667.39	1,740.93	1,818.58
	Hours	19.9763	20.8424	21.7616	22.7321
21	Yearly	43,352.17	45,264.13	47,282.96	49,413.16
	Biweekly	1,667.39	1,740.93	1,818.58	1,900.51
	Hours	20.8424	21.7616	22.7321	23.7564
22	Yearly	45,264.13	47,282.96	49,413.16	51,596.67
	Biweekly	1,740.93	1,818.58	1,900.51	1,984.49
	Hours	21.7616	22.7321	23.7564	24.8061
23	Yearly	47,282.96	49,413.16	51,596.67	53,671.98
	Biweekly	1,818.58	1,900.51	1,984.49	2,064.31
	Hours	22.7321	23.7564	24.8061	25.8038
24	Yearly	49,413.16	51,596.67	53,671.98	56,238.67
	Biweekly	1,900.51	1,984.49	2,064.31	2,163.03
	Hours	23.7564	24.8061	25.8038	27.0379
25	Yearly	51,596.67	53,671.98	56,238.67	58,640.69
	Biweekly	1,984.49	2,064.31	2,163.03	2,255.41
	Hours	24.8061	25.8038	27.0379	28.1926

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	39,912.50	41,660.84	43,461.69	45,263.86	47,338.91
	Asst. Biweekly	1,535.10	1,602.34	1,671.60	1,740.92	1,820.73
	Superintendent Hours	19.1887	20.0292	20.8950	21.7615	22.7590
64	Yearly	48,502.71	49,633.26	50,763.80		
	Biweekly	1,865.49	1,908.97	1,952.45		
	Hours	22.2082	22.7259	23.2435		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-18

1.5% Increase
 40 Hours/ week

3% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	39,366.98	41,054.70	42,797.31	44,652.74
Biweekly	1,514.11	1,579.03	1,646.05	1,717.41
Hours	18.9264	19.7378	20.5756	21.4677
19 Yearly	41,054.70	42,797.31	44,652.74	46,622.05
Biweekly	1,579.03	1,646.05	1,717.41	1,793.16
Hours	19.7378	20.5756	21.4677	22.4144
20 Yearly	42,797.31	44,652.74	46,622.05	48,701.45
Biweekly	1,646.05	1,717.41	1,793.16	1,873.13
Hours	20.5756	21.4677	22.4144	23.4141
21 Yearly	44,652.74	46,622.05	48,701.45	50,895.56
Biweekly	1,717.41	1,793.16	1,873.13	1,957.52
Hours	21.4677	22.4144	23.4141	24.4691
22 Yearly	46,622.05	48,701.45	50,895.56	53,144.57
Biweekly	1,793.16	1,873.13	1,957.52	2,044.02
Hours	22.4144	23.4141	24.4691	25.5503
23 Yearly	48,701.45	50,895.56	53,144.57	55,282.14
Biweekly	1,873.13	1,957.52	2,044.02	2,126.24
Hours	23.4141	24.4691	25.5503	26.5780
24 Yearly	50,895.56	53,144.57	55,282.14	57,925.83
Biweekly	1,957.52	2,044.02	2,126.24	2,227.92
Hours	24.4691	25.5503	26.5780	27.8490
25 Yearly	53,144.57	55,282.14	57,925.83	60,399.91
Biweekly	2,044.02	2,126.24	2,227.92	2,323.07
Hours	25.5503	26.5780	27.8490	29.0384

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	41,109.87	42,910.66	44,765.54	46,621.78	48,759.08
Asst. Biweekly	1,581.15	1,650.41	1,721.75	1,793.15	1,875.35
Superintendent Hours	19.7643	20.6301	21.5218	22.4143	23.4418
64 Yearly	49,957.79	51,122.25	52,286.72		
Biweekly	1,921.4535	1,966.2405	2,011.0276		
Hours	22.8744	23.4076	23.9408		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-18

1.5% Increase
 40 Hours/ week

5.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	40,322.49	42,051.17	43,836.08	45,736.54
Biweekly	1,550.87	1,617.35	1,686.00	1,759.10
Hours	19.3858	20.2169	21.0750	21.9887
19 Yearly	42,051.17	43,836.08	45,736.54	47,753.66
Biweekly	1,617.35	1,686.00	1,759.10	1,836.68
Hours	20.2169	21.0750	21.9887	22.9585
20 Yearly	43,836.08	45,736.54	47,753.66	49,883.53
Biweekly	1,686.00	1,759.10	1,836.68	1,918.60
Hours	21.0750	21.9887	22.9585	23.9824
21 Yearly	45,736.54	47,753.66	49,883.53	52,130.89
Biweekly	1,759.10	1,836.68	1,918.60	2,005.03
Hours	21.9887	22.9585	23.9824	25.0630
22 Yearly	47,753.66	49,883.53	52,130.89	54,434.49
Biweekly	1,836.68	1,918.60	2,005.03	2,093.63
Hours	22.9585	23.9824	25.0630	26.1704
23 Yearly	49,883.53	52,130.89	54,434.49	56,623.94
Biweekly	1,918.60	2,005.03	2,093.63	2,177.84
Hours	23.9824	25.0630	26.1704	27.2230
24 Yearly	52,130.89	54,434.49	56,623.94	59,331.80
Biweekly	2,005.03	2,093.63	2,177.84	2,281.99
Hours	25.0630	26.1704	27.2230	28.5250
25 Yearly	54,434.49	56,623.94	59,331.80	61,865.93
Biweekly	2,093.63	2,177.84	2,281.99	2,379.46
Hours	26.1704	27.2230	28.5250	29.7432

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	42,107.69	43,952.18	45,852.08	47,753.38	49,942.55
Asst. Biweekly	1,619.53	1,690.47	1,763.54	1,836.67	1,920.87
Superintendent Hours	20.2441	21.1308	22.0442	22.9584	24.0108
64 Yearly	51,170.36	52,363.09	53,555.81		
Biweekly	1,968.09	2,013.96	2,059.84		
Hours	23.4297	23.9758	24.5219		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-18

1.5% Increase
 40 Hours/ week

8% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	41,278.00	43,047.64	44,874.85	46,820.35
Biweekly	1,587.62	1,655.68	1,725.96	1,800.78
Hours	19.8452	20.6959	21.5744	22.5098
19 Yearly	43,047.64	44,874.85	46,820.35	48,885.26
Biweekly	1,655.68	1,725.96	1,800.78	1,880.20
Hours	20.6959	21.5744	22.5098	23.5025
20 Yearly	44,874.85	46,820.35	48,885.26	51,065.60
Biweekly	1,725.96	1,800.78	1,880.20	1,964.06
Hours	21.5744	22.5098	23.5025	24.5507
21 Yearly	46,820.35	48,885.26	51,065.60	53,366.22
Biweekly	1,800.78	1,880.20	1,964.06	2,052.55
Hours	22.5098	23.5025	24.5507	25.6569
22 Yearly	48,885.26	51,065.60	53,366.22	55,724.41
Biweekly	1,880.20	1,964.06	2,052.55	2,143.25
Hours	23.5025	24.5507	25.6569	26.7906
23 Yearly	51,065.60	53,366.22	55,724.41	57,965.74
Biweekly	1,964.06	2,052.55	2,143.25	2,229.45
Hours	24.5507	25.6569	26.7906	27.8681
24 Yearly	53,366.22	55,724.41	57,965.74	60,737.77
Biweekly	2,052.55	2,143.25	2,229.45	2,336.07
Hours	25.6569	26.7906	27.8681	29.2009
25 Yearly	55,724.41	57,965.74	60,737.77	63,331.95
Biweekly	2,143.25	2,229.45	2,336.07	2,435.84
Hours	26.7906	27.8681	29.2009	30.4481

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	43,105.50	44,993.70	46,938.63	48,884.97	51,126.02
Asst. Biweekly	1,657.90	1,730.53	1,805.33	1,880.19	1,966.39
Superintendent Hours	20.7238	21.6315	22.5666	23.5024	24.5798
64 Yearly	52,382.93	53,603.92	54,824.91		
Biweekly	2,014.73	2,061.69	2,108.65		
Hours	23.9849	24.5439	25.1030		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-18

1.5% Increase
 40 Hours/ week

10.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	42,233.51	44,044.12	45,913.62	47,904.15
Biweekly	1,624.37	1,694.00	1,765.91	1,842.47
Hours	20.3045	21.1750	22.0738	23.0309
19 Yearly	44,044.12	45,913.62	47,904.15	50,016.86
Biweekly	1,694.00	1,765.91	1,842.47	1,923.73
Hours	21.1750	22.0738	23.0309	24.0466
20 Yearly	45,913.62	47,904.15	50,016.86	52,247.67
Biweekly	1,765.91	1,842.47	1,923.73	2,009.53
Hours	22.0738	23.0309	24.0466	25.1190
21 Yearly	47,904.15	50,016.86	52,247.67	54,601.55
Biweekly	1,842.47	1,923.73	2,009.53	2,100.06
Hours	23.0309	24.0466	25.1190	26.2508
22 Yearly	50,016.86	52,247.67	54,601.55	57,014.32
Biweekly	1,923.73	2,009.53	2,100.06	2,192.86
Hours	24.0466	25.1190	26.2508	27.4107
23 Yearly	52,247.67	54,601.55	57,014.32	59,307.54
Biweekly	2,009.53	2,100.06	2,192.86	2,281.06
Hours	25.1190	26.2508	27.4107	28.5132
24 Yearly	54,601.55	57,014.32	59,307.54	62,143.73
Biweekly	2,100.06	2,192.86	2,281.06	2,390.14
Hours	26.2508	27.4107	28.5132	29.8769
25 Yearly	57,014.32	59,307.54	62,143.73	64,797.96
Biweekly	2,192.86	2,281.06	2,390.14	2,492.23
Hours	27.4107	28.5132	29.8769	31.1529

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	44,103.31	46,035.23	48,025.17	50,016.57	52,309.50
Asst. Biweekly	1,696.28	1,770.59	1,847.12	1,923.71	2,011.90
Superintendent Hours	21.2035	22.1323	23.0890	24.0465	25.1487
64 Yearly	53,595.49	54,844.75	56,094.00		
Biweekly	2,061.3651	2,109.4134	2,157.4617		
Hours	24.5401	25.1121	25.6841		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 in Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 35 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	26,868.01	28,089.03	29,164.33	30,433.65	31,654.94
Biweekly	1,033.39	1,080.35	1,121.71	1,170.53	1,217.50
Hours	14.7626	15.4335	16.0243	16.7218	17.3928
11 Yearly	28,089.03	29,164.33	30,433.65	31,654.94	33,022.47
Biweekly	1,080.35	1,121.71	1,170.53	1,217.50	1,270.10
Hours	15.4335	16.0243	16.7218	17.3928	18.1442
12 Yearly	29,164.33	30,432.03	31,654.94	33,022.47	34,439.66
Biweekly	1,121.71	1,170.46	1,217.50	1,270.10	1,324.60
Hours	16.0243	16.7209	17.3928	18.1442	18.9229
13 Yearly	30,432.03	31,654.94	33,022.47	34,439.66	35,661.49
Biweekly	1,170.46	1,217.50	1,270.10	1,324.60	1,371.60
Hours	16.7209	17.3928	18.1442	18.9229	19.5942
14 Yearly	31,654.94	33,022.47	34,439.66	35,661.49	37,321.80
Biweekly	1,217.50	1,270.10	1,324.60	1,371.60	1,435.45
Hours	17.3928	18.1442	18.9229	19.5942	20.5064
15 Yearly	33,022.47	34,439.66	35,661.49	37,321.80	39,080.33
Biweekly	1,270.10	1,324.60	1,371.60	1,435.45	1,503.09
Hours	18.1442	18.9229	19.5942	20.5064	21.4727
16 Yearly	34,439.66	35,661.49	37,321.80	39,080.33	40,838.86
Biweekly	1,324.60	1,371.60	1,435.45	1,503.09	1,570.73
Hours	18.9229	19.5942	20.5064	21.4727	22.4389
17 Yearly	35,661.49	37,321.80	39,080.33	40,838.86	42,548.29
Biweekly	1,371.60	1,435.45	1,503.09	1,570.73	1,636.47
Hours	19.5942	20.5064	21.4727	22.4389	23.3781
18 Yearly	37,321.80	39,080.33	40,838.86	42,548.29	44,356.20
Biweekly	1,435.45	1,503.09	1,570.73	1,636.47	1,706.01
Hours	20.5064	21.4727	22.4389	23.3781	24.3715
19 Yearly	39,080.33	40,838.86	42,548.29	44,356.20	46,359.47
Biweekly	1,503.09	1,570.73	1,636.47	1,706.01	1,783.06
Hours	21.4727	22.4389	23.3781	24.3715	25.4722
20 Yearly	40,838.86	42,548.29	44,356.20	46,359.47	48,411.05
Biweekly	1,570.73	1,636.47	1,706.01	1,783.06	1,861.96
Hours	22.4389	23.3781	24.3715	25.4722	26.5995
21 Yearly	42,548.29	44,356.20	46,359.47	48,411.05	50,609.15
Biweekly	1,636.47	1,706.01	1,783.06	1,861.96	1,946.51
Hours	23.3781	24.3715	25.4722	26.5995	27.8072
22 Yearly	44,356.20	46,359.47	48,411.05	50,609.15	52,905.20
Biweekly	1,706.01	1,783.06	1,861.96	1,946.51	2,034.82
Hours	24.3715	25.4722	26.5995	27.8072	29.0688
23 Yearly	46,359.47	48,411.05	50,609.15	52,905.20	55,200.44
Biweekly	1,783.06	1,861.96	1,946.51	2,034.82	2,123.09
Hours	25.4722	26.5995	27.8072	29.0688	30.3300
24 Yearly	48,411.05	50,609.15	52,905.20	55,200.44	57,789.53
Biweekly	1,861.96	1,946.51	2,034.82	2,123.09	2,222.67
Hours	26.5995	27.8072	29.0688	30.3300	31.7525

Classification Pay Schedule
Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
In Annual, Biweekly, and Hour Increments

1-Jul-19

2.25% Increase
35 Hours/ week

3% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	27,674.06	28,931.70	30,039.26	31,346.66	32,604.58
Biweekly	1,064.39	1,112.76	1,155.36	1,205.64	1,254.02
Hours	15.2055	15.8965	16.5050	17.2235	17.9146
11 Yearly	28,931.70	30,039.26	31,346.66	32,604.58	34,013.15
Biweekly	1,112.76	1,155.36	1,205.64	1,254.02	1,308.20
Hours	15.8965	16.5050	17.2235	17.9146	18.6885
12 Yearly	30,039.26	31,344.99	32,604.58	34,013.15	35,472.85
Biweekly	1,155.36	1,205.58	1,254.02	1,308.20	1,364.34
Hours	16.5050	17.2225	17.9146	18.6885	19.4906
13 Yearly	31,344.99	32,604.58	34,013.15	35,472.85	36,731.33
Biweekly	1,205.58	1,254.02	1,308.20	1,364.34	1,412.74
Hours	17.2225	17.9146	18.6885	19.4906	20.1820
14 Yearly	32,604.58	34,013.15	35,472.85	36,731.33	38,441.45
Biweekly	1,254.02	1,308.20	1,364.34	1,412.74	1,478.52
Hours	17.9146	18.6885	19.4906	20.1820	21.1216
15 Yearly	34,013.15	35,472.85	36,731.33	38,441.45	40,252.74
Biweekly	1,308.20	1,364.34	1,412.74	1,478.52	1,548.18
Hours	18.6885	19.4906	20.1820	21.1216	22.1168
16 Yearly	35,472.85	36,731.33	38,441.45	40,252.74	42,064.03
Biweekly	1,364.34	1,412.74	1,478.52	1,548.18	1,617.85
Hours	19.4906	20.1820	21.1216	22.1168	23.1120
17 Yearly	36,731.33	38,441.45	40,252.74	42,064.03	43,824.73
Biweekly	1,412.74	1,478.52	1,548.18	1,617.85	1,685.57
Hours	20.1820	21.1216	22.1168	23.1120	24.0795
18 Yearly	38,441.45	40,252.74	42,064.03	43,824.73	45,686.89
Biweekly	1,478.52	1,548.18	1,617.85	1,685.57	1,757.19
Hours	21.1216	22.1168	23.1120	24.0795	25.1027
19 Yearly	40,252.74	42,064.03	43,824.73	45,686.89	47,750.26
Biweekly	1,548.18	1,617.85	1,685.57	1,757.19	1,836.55
Hours	22.1168	23.1120	24.0795	25.1027	26.2363
20 Yearly	42,064.03	43,824.73	45,686.89	47,750.26	49,863.38
Biweekly	1,617.85	1,685.57	1,757.19	1,836.55	1,917.82
Hours	23.1120	24.0795	25.1027	26.2363	27.3974
21 Yearly	43,824.73	45,686.89	47,750.26	49,863.38	52,127.42
Biweekly	1,685.57	1,757.19	1,836.55	1,917.82	2,004.90
Hours	24.0795	25.1027	26.2363	27.3974	28.6414
22 Yearly	45,686.89	47,750.26	49,863.38	52,127.42	54,492.35
Biweekly	1,757.19	1,836.55	1,917.82	2,004.90	2,095.86
Hours	25.1027	26.2363	27.3974	28.6414	29.9409
23 Yearly	47,750.26	49,863.38	52,127.42	54,492.35	56,856.45
Biweekly	1,836.55	1,917.82	2,004.90	2,095.86	2,186.79
Hours	26.2363	27.3974	28.6414	29.9409	31.2399
24 Yearly	49,863.38	52,127.42	54,492.35	56,856.45	59,523.22
Biweekly	1,917.82	2,004.90	2,095.86	2,186.79	2,289.35
Hours	27.3974	28.6414	29.9409	31.2399	32.7051

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 35 Hours/ week

5.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	28,345.76	29,633.93	30,768.37	32,107.50	33,395.96
Biweekly	1,090.22	1,139.77	1,183.40	1,234.90	1,284.46
Hours	15.5746	16.2823	16.9057	17.6415	18.3494
11 Yearly	29,633.93	30,768.37	32,107.50	33,395.96	34,838.71
Biweekly	1,139.77	1,183.40	1,234.90	1,284.46	1,339.95
Hours	16.2823	16.9057	17.6415	18.3494	19.1421
12 Yearly	30,768.37	32,105.79	33,395.96	34,838.71	36,333.84
Biweekly	1,183.40	1,234.84	1,284.46	1,339.95	1,397.46
Hours	16.9057	17.6406	18.3494	19.1421	19.9637
13 Yearly	32,105.79	33,395.96	34,838.71	36,333.84	37,622.87
Biweekly	1,234.84	1,284.46	1,339.95	1,397.46	1,447.03
Hours	17.6406	18.3494	19.1421	19.9637	20.6718
14 Yearly	33,395.96	34,838.71	36,333.84	37,622.87	39,374.50
Biweekly	1,284.46	1,339.95	1,397.46	1,447.03	1,514.40
Hours	18.3494	19.1421	19.9637	20.6718	21.6343
15 Yearly	34,838.71	36,333.84	37,622.87	39,374.50	41,229.75
Biweekly	1,339.95	1,397.46	1,447.03	1,514.40	1,585.76
Hours	19.1421	19.9637	20.6718	21.6343	22.6536
16 Yearly	36,333.84	37,622.87	39,374.50	41,229.75	43,085.00
Biweekly	1,397.46	1,447.03	1,514.40	1,585.76	1,657.12
Hours	19.9637	20.6718	21.6343	22.6536	23.6730
17 Yearly	37,622.87	39,374.50	41,229.75	43,085.00	44,888.44
Biweekly	1,447.03	1,514.40	1,585.76	1,657.12	1,726.48
Hours	20.6718	21.6343	22.6536	23.6730	24.6639
18 Yearly	39,374.50	41,229.75	43,085.00	44,888.44	46,795.79
Biweekly	1,514.40	1,585.76	1,657.12	1,726.48	1,799.84
Hours	21.6343	22.6536	23.6730	24.6639	25.7120
19 Yearly	41,229.75	43,085.00	44,888.44	46,795.79	48,909.25
Biweekly	1,585.76	1,657.12	1,726.48	1,799.84	1,881.12
Hours	22.6536	23.6730	24.6639	25.7120	26.8731
20 Yearly	43,085.00	44,888.44	46,795.79	48,909.25	51,073.66
Biweekly	1,657.12	1,726.48	1,799.84	1,881.12	1,964.37
Hours	23.6730	24.6639	25.7120	26.8731	28.0624
21 Yearly	44,888.44	46,795.79	48,909.25	51,073.66	53,392.65
Biweekly	1,726.48	1,799.84	1,881.12	1,964.37	2,053.56
Hours	24.6639	25.7120	26.8731	28.0624	29.3366
22 Yearly	46,795.79	48,909.25	51,073.66	53,392.65	55,814.98
Biweekly	1,799.84	1,881.12	1,964.37	2,053.56	2,146.73
Hours	25.7120	26.8731	28.0624	29.3366	30.6676
23 Yearly	48,909.25	51,073.66	53,392.65	55,814.98	58,236.46
Biweekly	1,881.12	1,964.37	2,053.56	2,146.73	2,239.86
Hours	26.8731	28.0624	29.3366	30.6676	31.9981
24 Yearly	51,073.66	53,392.65	55,814.98	58,236.46	60,967.96
Biweekly	1,964.37	2,053.56	2,146.73	2,239.86	2,344.92
Hours	28.0624	29.3366	30.6676	31.9981	33.4989

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 35 Hours/ week

8% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	29,017.4558	30,336.1529	31,497.4806	32,868.3427	34,187.3312
Biweekly	1,116.0560	1,166.7751	1,211.4416	1,264.1670	1,314.8974
Hours	15.9436	16.6682	17.3063	18.0596	18.7842
11 Yearly	30,336.1529	31,497.4806	32,868.3427	34,187.3312	35,664.2719
Biweekly	1,166.7751	1,211.4416	1,264.1670	1,314.8974	1,371.7028
Hours	16.6682	17.3063	18.0596	18.7842	19.5957
12 Yearly	31,497.4806	32,866.5941	34,187.3312	35,664.2719	37,194.8348
Biweekly	1,211.4416	1,264.0998	1,314.8974	1,371.7028	1,430.5706
Hours	17.3063	18.0586	18.7842	19.5957	20.4367
13 Yearly	32,866.5941	34,187.3312	35,664.2719	37,194.8348	38,514.4062
Biweekly	1,264.0998	1,314.8974	1,371.7028	1,430.5706	1,481.3233
Hours	18.0586	18.7842	19.5957	20.4367	21.1617
14 Yearly	34,187.3312	35,664.2719	37,194.8348	38,514.4062	40,307.5428
Biweekly	1,314.8974	1,371.7028	1,430.5706	1,481.3233	1,550.2901
Hours	18.7842	19.5957	20.4367	21.1617	22.1469
15 Yearly	35,664.2719	37,194.8348	38,514.4062	40,307.5428	42,206.7580
Biweekly	1,371.7028	1,430.5706	1,481.3233	1,550.2901	1,623.3368
Hours	19.5957	20.4367	21.1617	22.1469	23.1905
16 Yearly	37,194.8348	38,514.4062	40,307.5428	42,206.7580	44,105.9732
Biweekly	1,430.5706	1,481.3233	1,550.2901	1,623.3368	1,696.3836
Hours	20.4367	21.1617	22.1469	23.1905	24.2340
17 Yearly	38,514.4062	40,307.5428	42,206.7580	44,105.9732	45,952.1492
Biweekly	1,481.3233	1,550.2901	1,623.3368	1,696.3836	1,767.3904
Hours	21.1617	22.1469	23.1905	24.2340	25.2484
18 Yearly	40,307.5428	42,206.7580	44,105.9732	45,952.1492	47,904.6951
Biweekly	1,550.2901	1,623.3368	1,696.3836	1,767.3904	1,842.4883
Hours	22.1469	23.1905	24.2340	25.2484	26.3213
19 Yearly	42,206.7580	44,105.9732	45,952.1492	47,904.6951	50,068.2326
Biweekly	1,623.3368	1,696.3836	1,767.3904	1,842.4883	1,925.7013
Hours	23.1905	24.2340	25.2484	26.3213	27.5099
20 Yearly	44,105.9732	45,952.1492	47,904.6951	50,068.2326	52,283.9351
Biweekly	1,696.3836	1,767.3904	1,842.4883	1,925.7013	2,010.9206
Hours	24.2340	25.2484	26.3213	27.5099	28.7274
21 Yearly	45,952.1492	47,904.6951	50,068.2326	52,283.9351	54,657.8813
Biweekly	1,767.3904	1,842.4883	1,925.7013	2,010.9206	2,102.2262
Hours	25.2484	26.3213	27.5099	28.7274	30.0318
22 Yearly	47,904.6951	50,068.2326	52,283.9351	54,657.8813	57,137.6147
Biweekly	1,842.4883	1,925.7013	2,010.9206	2,102.2262	2,197.6006
Hours	26.3213	27.5099	28.7274	30.0318	31.3943
23 Yearly	50,068.2326	52,283.9351	54,657.8813	57,137.6147	59,616.4738
Biweekly	1,925.7013	2,010.9206	2,102.2262	2,197.6006	2,292.9413
Hours	27.5099	28.7274	30.0318	31.3943	32.7564
24 Yearly	52,283.9351	54,657.8813	57,137.6147	59,616.4738	62,412.6944
Biweekly	2,010.9206	2,102.2262	2,197.6006	2,292.9413	2,400.4882
Hours	28.7274	30.0318	31.3943	32.7564	34.2927

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 in Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 35 Hours/ week

10.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	29,689.16	31,038.38	32,226.59	33,629.18	34,978.70
Biweekly	1,141.89	1,193.78	1,239.48	1,293.43	1,345.33
Hours	16.3127	17.0540	17.7069	18.4776	19.2191
11 Yearly	31,038.38	32,226.59	33,629.18	34,978.70	36,489.83
Biweekly	1,193.78	1,239.48	1,293.43	1,345.33	1,403.46
Hours	17.0540	17.7069	18.4776	19.2191	20.0493
12 Yearly	32,226.59	33,627.39	34,978.70	36,489.83	38,055.83
Biweekly	1,239.48	1,293.36	1,345.33	1,403.46	1,463.69
Hours	17.7069	18.4766	19.2191	20.0493	20.9098
13 Yearly	33,627.39	34,978.70	36,489.83	38,055.83	39,405.94
Biweekly	1,293.36	1,345.33	1,403.46	1,463.69	1,515.61
Hours	18.4766	19.2191	20.0493	20.9098	21.6516
14 Yearly	34,978.70	36,489.83	38,055.83	39,405.94	41,240.59
Biweekly	1,345.33	1,403.46	1,463.69	1,515.61	1,586.18
Hours	19.2191	20.0493	20.9098	21.6516	22.6596
15 Yearly	36,489.83	38,055.83	39,405.94	41,240.59	43,183.77
Biweekly	1,403.46	1,463.69	1,515.61	1,586.18	1,660.91
Hours	20.0493	20.9098	21.6516	22.6596	23.7273
16 Yearly	38,055.83	39,405.94	41,240.59	43,183.77	45,126.94
Biweekly	1,463.69	1,515.61	1,586.18	1,660.91	1,735.65
Hours	20.9098	21.6516	22.6596	23.7273	24.7950
17 Yearly	39,405.94	41,240.59	43,183.77	45,126.94	47,015.86
Biweekly	1,515.61	1,586.18	1,660.91	1,735.65	1,808.30
Hours	21.6516	22.6596	23.7273	24.7950	25.8328
18 Yearly	41,240.59	43,183.77	45,126.94	47,015.86	49,013.60
Biweekly	1,586.18	1,660.91	1,735.65	1,808.30	1,885.14
Hours	22.6596	23.7273	24.7950	25.8328	26.9305
19 Yearly	43,183.77	45,126.94	47,015.86	49,013.60	51,227.22
Biweekly	1,660.91	1,735.65	1,808.30	1,885.14	1,970.28
Hours	23.7273	24.7950	25.8328	26.9305	28.1467
20 Yearly	45,126.94	47,015.86	49,013.60	51,227.22	53,494.21
Biweekly	1,735.65	1,808.30	1,885.14	1,970.28	2,057.47
Hours	24.7950	25.8328	26.9305	28.1467	29.3924
21 Yearly	47,015.86	49,013.60	51,227.22	53,494.21	55,923.11
Biweekly	1,808.30	1,885.14	1,970.28	2,057.47	2,150.89
Hours	25.8328	26.9305	28.1467	29.3924	30.7270
22 Yearly	49,013.60	51,227.22	53,494.21	55,923.11	58,460.24
Biweekly	1,885.14	1,970.28	2,057.47	2,150.89	2,248.47
Hours	26.9305	28.1467	29.3924	30.7270	32.1210
23 Yearly	51,227.22	53,494.21	55,923.11	58,460.24	60,996.48
Biweekly	1,970.28	2,057.47	2,150.89	2,248.47	2,346.02
Hours	28.1467	29.3924	30.7270	32.1210	33.5146
24 Yearly	53,494.21	55,923.11	58,460.24	60,996.48	63,857.43
Biweekly	2,057.47	2,150.89	2,248.47	2,346.02	2,456.06
Hours	29.3924	30.7270	32.1210	33.5146	35.0866

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 40 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	39,080.33	40,755.75	42,485.68	44,327.60
Biweekly	1,503.09	1,567.53	1,634.06	1,704.91
Hours	18.7886	19.5941	20.4258	21.3114
19 Yearly	40,755.75	42,485.68	44,327.60	46,282.57
Biweekly	1,567.53	1,634.06	1,704.91	1,780.10
Hours	19.5941	20.4258	21.3114	22.2512
20 Yearly	42,485.68	44,327.60	46,282.57	48,346.83
Biweekly	1,634.06	1,704.91	1,780.10	1,859.49
Hours	20.4258	21.3114	22.2512	23.2436
21 Yearly	44,327.60	46,282.57	48,346.83	50,524.96
Biweekly	1,704.91	1,780.10	1,859.49	1,943.27
Hours	21.3114	22.2512	23.2436	24.2909
22 Yearly	46,282.57	48,346.83	50,524.96	52,757.60
Biweekly	1,780.10	1,859.49	1,943.27	2,029.14
Hours	22.2512	23.2436	24.2909	25.3642
23 Yearly	48,346.83	50,524.96	52,757.60	54,879.60
Biweekly	1,859.49	1,943.27	2,029.14	2,110.75
Hours	23.2436	24.2909	25.3642	26.3844
24 Yearly	50,524.96	52,757.60	54,879.60	57,504.04
Biweekly	1,943.27	2,029.14	2,110.75	2,211.69
Hours	24.2909	25.3642	26.3844	27.6462
25 Yearly	52,757.60	54,879.60	57,504.04	59,960.11
Biweekly	2,029.14	2,110.75	2,211.69	2,306.16
Hours	25.3642	26.3844	27.6462	28.8270

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	40,810.53	42,598.21	44,439.58	46,282.30	48,404.04
Asst. Superintendent Biweekly	1,569.64	1,638.39	1,709.21	1,780.09	1,861.69
Hours	19.6204	20.4799	21.3651	22.2511	23.2711
64 Yearly	49,594.02	50,750.00	51,905.99		
Biweekly	1,907.46	1,951.92	1,996.38		
Hours	22.7079	23.2372	23.7665		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 40 Hours/ week

3% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	40,252.74	41,978.43	43,760.25	45,657.42
Biweekly	1,548.18	1,614.55	1,683.09	1,756.05
Hours	19.3523	20.1819	21.0386	21.9507
19 Yearly	41,978.43	43,760.25	45,657.42	47,671.05
Biweekly	1,614.55	1,683.09	1,756.05	1,833.50
Hours	20.1819	21.0386	21.9507	22.9188
20 Yearly	43,760.25	45,657.42	47,671.05	49,797.23
Biweekly	1,683.09	1,756.05	1,833.50	1,915.28
Hours	21.0386	21.9507	22.9188	23.9409
21 Yearly	45,657.42	47,671.05	49,797.23	52,040.71
Biweekly	1,756.05	1,833.50	1,915.28	2,001.57
Hours	21.9507	22.9188	23.9409	25.0196
22 Yearly	47,671.05	49,797.23	52,040.71	54,340.33
Biweekly	1,833.50	1,915.28	2,001.57	2,090.01
Hours	22.9188	23.9409	25.0196	26.1252
23 Yearly	49,797.23	52,040.71	54,340.33	56,525.99
Biweekly	1,915.28	2,001.57	2,090.01	2,174.08
Hours	23.9409	25.0196	26.1252	27.1760
24 Yearly	52,040.71	54,340.33	56,525.99	59,229.16
Biweekly	2,001.57	2,090.01	2,174.08	2,278.04
Hours	25.0196	26.1252	27.1760	28.4756
25 Yearly	54,340.33	56,525.99	59,229.16	61,758.91
Biweekly	2,090.01	2,174.08	2,278.04	2,375.34
Hours	26.1252	27.1760	28.4756	29.6918

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	42,034.85	43,876.15	45,772.77	47,670.77	49,856.16
Asst. Biweekly	1,616.72	1,687.54	1,760.49	1,833.49	1,917.54
Superintendent Hours	20.2090	21.0943	22.0061	22.9187	23.9693
64 Yearly	51,081.84	52,272.50	53,463.17		
Biweekly	1,964.6862	2,010.4810	2,056.2757		
Hours	23.3891	23.9343	24.4795		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 40 Hours/ week

5.5% Longevity

Range		Step 1	Step 2	Step 3	Step 4
18	Yearly	41,229.75	42,997.32	44,822.40	46,765.61
	Biweekly	1,585.76	1,653.74	1,723.94	1,798.68
	Hours	19.8220	20.6717	21.5492	22.4835
19	Yearly	42,997.32	44,822.40	46,765.61	48,828.11
	Biweekly	1,653.74	1,723.94	1,798.68	1,878.00
	Hours	20.6717	21.5492	22.4835	23.4751
20	Yearly	44,822.40	46,765.61	48,828.11	51,005.91
	Biweekly	1,723.94	1,798.68	1,878.00	1,961.77
	Hours	21.5492	22.4835	23.4751	24.5220
21	Yearly	46,765.61	48,828.11	51,005.91	53,303.83
	Biweekly	1,798.68	1,878.00	1,961.77	2,050.15
	Hours	22.4835	23.4751	24.5220	25.6269
22	Yearly	48,828.11	51,005.91	53,303.83	55,659.27
	Biweekly	1,878.00	1,961.77	2,050.15	2,140.74
	Hours	23.4751	24.5220	25.6269	26.7593
23	Yearly	51,005.91	53,303.83	55,659.27	57,897.98
	Biweekly	1,961.77	2,050.15	2,140.74	2,226.85
	Hours	24.5220	25.6269	26.7593	27.8356
24	Yearly	53,303.83	55,659.27	57,897.98	60,666.77
	Biweekly	2,050.15	2,140.74	2,226.85	2,333.34
	Hours	25.6269	26.7593	27.8356	29.1668
25	Yearly	55,659.27	57,897.98	60,666.77	63,257.91
	Biweekly	2,140.74	2,226.85	2,333.34	2,433.00
	Hours	26.7593	27.8356	29.1668	30.4125

Special Employee / Dispatchers

Range		Step 1	Step 2	Step 3	Step 4	Step 5
63	Yearly	43,055.11	44,941.11	46,883.76	48,827.83	51,066.26
	Asst. Biweekly	1,655.97	1,728.50	1,803.22	1,877.99	1,964.09
	Superintendent Hours	20.6995	21.6062	22.5402	23.4749	24.5510
64	Yearly	52,321.69	53,541.25	54,760.82		
	Biweekly	2,012.37	2,059.28	2,106.19		
	Hours	23.9568	24.5152	25.0736		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 40 Hours/ week

8% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	42,206.76	44,016.21	45,884.54	47,873.80
Biweekly	1,623.34	1,692.93	1,764.79	1,841.30
Hours	20.2917	21.1616	22.0598	23.0163
19 Yearly	44,016.21	45,884.54	47,873.80	49,985.18
Biweekly	1,692.93	1,764.79	1,841.30	1,922.51
Hours	21.1616	22.0598	23.0163	24.0313
20 Yearly	45,884.54	47,873.80	49,985.18	52,214.58
Biweekly	1,764.79	1,841.30	1,922.51	2,008.25
Hours	22.0598	23.0163	24.0313	25.1031
21 Yearly	47,873.80	49,985.18	52,214.58	54,566.96
Biweekly	1,841.30	1,922.51	2,008.25	2,098.73
Hours	23.0163	24.0313	25.1031	26.2342
22 Yearly	49,985.18	52,214.58	54,566.96	56,978.21
Biweekly	1,922.51	2,008.25	2,098.73	2,191.47
Hours	24.0313	25.1031	26.2342	27.3934
23 Yearly	52,214.58	54,566.96	56,978.21	59,269.97
Biweekly	2,008.25	2,098.73	2,191.47	2,279.61
Hours	25.1031	26.2342	27.3934	28.4952
24 Yearly	54,566.96	56,978.21	59,269.97	62,104.37
Biweekly	2,098.73	2,191.47	2,279.61	2,388.63
Hours	26.2342	27.3934	28.4952	29.8579
25 Yearly	56,978.21	59,269.97	62,104.37	64,756.92
Biweekly	2,191.47	2,279.61	2,388.63	2,490.65
Hours	27.3934	28.4952	29.8579	31.1331

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	44,075.37	46,006.06	47,994.75	49,984.89	52,276.36
Asst. Superintendent					
Biweekly	1,695.21	1,769.46	1,845.95	1,922.50	2,010.63
Hours	21.1901	22.1182	23.0743	24.0312	25.1328
64 Yearly	53,561.54	54,810.01	56,058.47		
Biweekly	2,060.06	2,108.08	2,156.09		
Hours	24.5245	25.0962	25.6678		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-19

2.25% Increase
 40 Hours/ week

10.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	43,183.77	45,035.11	46,946.68	48,981.99
Biweekly	1,660.91	1,732.12	1,805.64	1,883.92
Hours	20.7614	21.6514	22.5705	23.5491
19 Yearly	45,035.11	46,946.68	48,981.99	51,142.24
Biweekly	1,732.12	1,805.64	1,883.92	1,967.01
Hours	21.6514	22.5705	23.5491	24.5876
20 Yearly	46,946.68	48,981.99	51,142.24	53,423.25
Biweekly	1,805.64	1,883.92	1,967.01	2,054.74
Hours	22.5705	23.5491	24.5876	25.6842
21 Yearly	48,981.99	51,142.24	53,423.25	55,830.08
Biweekly	1,883.92	1,967.01	2,054.74	2,147.31
Hours	23.5491	24.5876	25.6842	26.8414
22 Yearly	51,142.24	53,423.25	55,830.08	58,297.15
Biweekly	1,967.01	2,054.74	2,147.31	2,242.20
Hours	24.5876	25.6842	26.8414	28.0275
23 Yearly	53,423.25	55,830.08	58,297.15	60,641.96
Biweekly	2,054.74	2,147.31	2,242.20	2,332.38
Hours	25.6842	26.8414	28.0275	29.1548
24 Yearly	55,830.08	58,297.15	60,641.96	63,541.97
Biweekly	2,147.31	2,242.20	2,332.38	2,443.92
Hours	26.8414	28.0275	29.1548	30.5491
25 Yearly	58,297.15	60,641.96	63,541.97	66,255.92
Biweekly	2,242.20	2,332.38	2,443.92	2,548.30
Hours	28.0275	29.1548	30.5491	31.8538

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	45,095.64	47,071.02	49,105.73	51,141.94	53,486.46
Asst. Biweekly	1,734.45	1,810.42	1,888.68	1,967.00	2,057.17
Superintendent Hours	21.6806	22.6302	23.6085	24.5875	25.7146
64 Yearly	54,801.39	56,078.76	57,356.12		
Biweekly	2,107.7458	2,156.8752	2,206.0046		
Hours	25.0922	25.6771	26.2620		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 35 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	27,472.54	28,721.03	29,820.53	31,118.41	32,367.17
Biweekly	1,056.64	1,104.66	1,146.94	1,196.86	1,244.89
Hours	15.0948	15.7807	16.3849	17.0981	17.7841
11 Yearly	28,721.03	29,820.53	31,118.41	32,367.17	33,765.48
Biweekly	1,104.66	1,146.94	1,196.86	1,244.89	1,298.67
Hours	15.7807	16.3849	17.0981	17.7841	18.5524
12 Yearly	29,820.53	31,116.75	32,367.17	33,765.48	35,214.55
Biweekly	1,146.94	1,196.80	1,244.89	1,298.67	1,354.41
Hours	16.3849	17.0971	17.7841	18.5524	19.3487
13 Yearly	31,116.75	32,367.17	33,765.48	35,214.55	36,463.87
Biweekly	1,196.80	1,244.89	1,298.67	1,354.41	1,402.46
Hours	17.0971	17.7841	18.5524	19.3487	20.0350
14 Yearly	32,367.17	33,765.48	35,214.55	36,463.87	38,161.54
Biweekly	1,244.89	1,298.67	1,354.41	1,402.46	1,467.75
Hours	17.7841	18.5524	19.3487	20.0350	20.9678
15 Yearly	33,765.48	35,214.55	36,463.87	38,161.54	39,959.64
Biweekly	1,298.67	1,354.41	1,402.46	1,467.75	1,536.91
Hours	18.5524	19.3487	20.0350	20.9678	21.9558
16 Yearly	35,214.55	36,463.87	38,161.54	39,959.64	41,757.74
Biweekly	1,354.41	1,402.46	1,467.75	1,536.91	1,606.07
Hours	19.3487	20.0350	20.9678	21.9558	22.9438
17 Yearly	36,463.87	38,161.54	39,959.64	41,757.74	43,505.62
Biweekly	1,402.46	1,467.75	1,536.91	1,606.07	1,673.29
Hours	20.0350	20.9678	21.9558	22.9438	23.9041
18 Yearly	38,161.54	39,959.64	41,757.74	43,505.62	45,354.21
Biweekly	1,467.75	1,536.91	1,606.07	1,673.29	1,744.39
Hours	20.9678	21.9558	22.9438	23.9041	24.9199
19 Yearly	39,959.64	41,757.74	43,505.62	45,354.21	47,402.56
Biweekly	1,536.91	1,606.07	1,673.29	1,744.39	1,823.18
Hours	21.9558	22.9438	23.9041	24.9199	26.0453
20 Yearly	41,757.74	43,505.62	45,354.21	47,402.56	49,500.30
Biweekly	1,606.07	1,673.29	1,744.39	1,823.18	1,903.86
Hours	22.9438	23.9041	24.9199	26.0453	27.1980
21 Yearly	43,505.62	45,354.21	47,402.56	49,500.30	51,747.86
Biweekly	1,673.29	1,744.39	1,823.18	1,903.86	1,990.30
Hours	23.9041	24.9199	26.0453	27.1980	28.4329
22 Yearly	45,354.21	47,402.56	49,500.30	51,747.86	54,095.57
Biweekly	1,744.39	1,823.18	1,903.86	1,990.30	2,080.60
Hours	24.9199	26.0453	27.1980	28.4329	29.7228
23 Yearly	47,402.56	49,500.30	51,747.86	54,095.57	56,442.45
Biweekly	1,823.18	1,903.86	1,990.30	2,080.60	2,170.86
Hours	26.0453	27.1980	28.4329	29.7228	31.0124
24 Yearly	49,500.30	51,747.86	54,095.57	56,442.45	59,089.80
Biweekly	1,903.86	1,990.30	2,080.60	2,170.86	2,272.68
Hours	27.1980	28.4329	29.7228	31.0124	32.4670

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.I. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 35 Hours/week

3% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	28,296.72	29,582.66	30,715.15	32,051.96	33,338.19
Biweekly	1,088.34	1,137.79	1,181.35	1,232.77	1,282.24
Hours	15.5476	16.2541	16.8764	17.6110	18.3177
11 Yearly	29,582.66	30,715.15	32,051.96	33,338.19	34,778.44
Biweekly	1,137.79	1,181.35	1,232.77	1,282.24	1,337.63
Hours	16.2541	16.8764	17.6110	18.3177	19.1090
12 Yearly	30,715.15	32,050.25	33,338.19	34,778.44	36,270.99
Biweekly	1,181.35	1,232.70	1,282.24	1,337.63	1,395.04
Hours	16.8764	17.6100	18.3177	19.1090	19.9291
13 Yearly	32,050.25	33,338.19	34,778.44	36,270.99	37,557.79
Biweekly	1,232.70	1,282.24	1,337.63	1,395.04	1,444.53
Hours	17.6100	18.3177	19.1090	19.9291	20.6361
14 Yearly	33,338.19	34,778.44	36,270.99	37,557.79	39,306.39
Biweekly	1,282.24	1,337.63	1,395.04	1,444.53	1,511.78
Hours	18.3177	19.1090	19.9291	20.6361	21.5969
15 Yearly	34,778.44	36,270.99	37,557.79	39,306.39	41,158.43
Biweekly	1,337.63	1,395.04	1,444.53	1,511.78	1,583.02
Hours	19.1090	19.9291	20.6361	21.5969	22.6145
16 Yearly	36,270.99	37,557.79	39,306.39	41,158.43	43,010.47
Biweekly	1,395.04	1,444.53	1,511.78	1,583.02	1,654.25
Hours	19.9291	20.6361	21.5969	22.6145	23.6321
17 Yearly	37,557.79	39,306.39	41,158.43	43,010.47	44,810.79
Biweekly	1,444.53	1,511.78	1,583.02	1,654.25	1,723.49
Hours	20.6361	21.5969	22.6145	23.6321	24.6213
18 Yearly	39,306.39	41,158.43	43,010.47	44,810.79	46,714.84
Biweekly	1,511.78	1,583.02	1,654.25	1,723.49	1,796.72
Hours	21.5969	22.6145	23.6321	24.6213	25.6675
19 Yearly	41,158.43	43,010.47	44,810.79	46,714.84	48,824.64
Biweekly	1,583.02	1,654.25	1,723.49	1,796.72	1,877.87
Hours	22.6145	23.6321	24.6213	25.6675	26.8266
20 Yearly	43,010.47	44,810.79	46,714.84	48,824.64	50,985.31
Biweekly	1,654.25	1,723.49	1,796.72	1,877.87	1,960.97
Hours	23.6321	24.6213	25.6675	26.8266	28.0139
21 Yearly	44,810.79	46,714.84	48,824.64	50,985.31	53,300.29
Biweekly	1,723.49	1,796.72	1,877.87	1,960.97	2,050.01
Hours	24.6213	25.6675	26.8266	28.0139	29.2858
22 Yearly	46,714.84	48,824.64	50,985.31	53,300.29	55,718.43
Biweekly	1,796.72	1,877.87	1,960.97	2,050.01	2,143.02
Hours	25.6675	26.8266	28.0139	29.2858	30.6145
23 Yearly	48,824.64	50,985.31	53,300.29	55,718.43	58,135.72
Biweekly	1,877.87	1,960.97	2,050.01	2,143.02	2,235.99
Hours	26.8266	28.0139	29.2858	30.6145	31.9428
24 Yearly	50,985.31	53,300.29	55,718.43	58,135.72	60,862.49
Biweekly	1,960.97	2,050.01	2,143.02	2,235.99	2,340.87
Hours	28.0139	29.2858	30.6145	31.9428	33.4410

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.I. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 35 Hours/ week

5.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	28,983.53	30,300.69	31,460.66	32,829.92	34,147.37
Biweekly	1,114.75	1,165.41	1,210.03	1,262.69	1,313.36
Hours	15.9250	16.6487	17.2860	18.0385	18.7623
11 Yearly	30,300.69	31,460.66	32,829.92	34,147.37	35,622.58
Biweekly	1,165.41	1,210.03	1,262.69	1,313.36	1,370.10
Hours	16.6487	17.2860	18.0385	18.7623	19.5728
12 Yearly	31,460.66	32,828.17	34,147.37	35,622.58	37,151.35
Biweekly	1,210.03	1,262.62	1,313.36	1,370.10	1,428.90
Hours	17.2860	18.0375	18.7623	19.5728	20.4128
13 Yearly	32,828.17	34,147.37	35,622.58	37,151.35	38,469.38
Biweekly	1,262.62	1,313.36	1,370.10	1,428.90	1,479.59
Hours	18.0375	18.7623	19.5728	20.4128	21.1370
14 Yearly	34,147.37	35,622.58	37,151.35	38,469.38	40,260.42
Biweekly	1,313.36	1,370.10	1,428.90	1,479.59	1,548.48
Hours	18.7623	19.5728	20.4128	21.1370	22.1210
15 Yearly	35,622.58	37,151.35	38,469.38	40,260.42	42,157.42
Biweekly	1,370.10	1,428.90	1,479.59	1,548.48	1,621.44
Hours	19.5728	20.4128	21.1370	22.1210	23.1634
16 Yearly	37,151.35	38,469.38	40,260.42	42,157.42	44,054.41
Biweekly	1,428.90	1,479.59	1,548.48	1,621.44	1,694.40
Hours	20.4128	21.1370	22.1210	23.1634	24.2057
17 Yearly	38,469.38	40,260.42	42,157.42	44,054.41	45,898.43
Biweekly	1,479.59	1,548.48	1,621.44	1,694.40	1,765.32
Hours	21.1370	22.1210	23.1634	24.2057	25.2189
18 Yearly	40,260.42	42,157.42	44,054.41	45,898.43	47,848.70
Biweekly	1,548.48	1,621.44	1,694.40	1,765.32	1,840.33
Hours	22.1210	23.1634	24.2057	25.2189	26.2905
19 Yearly	42,157.42	44,054.41	45,898.43	47,848.70	50,009.70
Biweekly	1,621.44	1,694.40	1,765.32	1,840.33	1,923.45
Hours	23.1634	24.2057	25.2189	26.2905	27.4778
20 Yearly	44,054.41	45,898.43	47,848.70	50,009.70	52,222.82
Biweekly	1,694.40	1,765.32	1,840.33	1,923.45	2,008.57
Hours	24.2057	25.2189	26.2905	27.4778	28.6938
21 Yearly	45,898.43	47,848.70	50,009.70	52,222.82	54,593.99
Biweekly	1,765.32	1,840.33	1,923.45	2,008.57	2,099.77
Hours	25.2189	26.2905	27.4778	28.6938	29.9967
22 Yearly	47,848.70	50,009.70	52,222.82	54,593.99	57,070.82
Biweekly	1,840.33	1,923.45	2,008.57	2,099.77	2,195.03
Hours	26.2905	27.4778	28.6938	29.9967	31.3576
23 Yearly	50,009.70	52,222.82	54,593.99	57,070.82	59,546.78
Biweekly	1,923.45	2,008.57	2,099.77	2,195.03	2,290.26
Hours	27.4778	28.6938	29.9967	31.3576	32.7181
24 Yearly	52,222.82	54,593.99	57,070.82	59,546.78	62,339.74
Biweekly	2,008.57	2,099.77	2,195.03	2,290.26	2,397.68
Hours	28.6938	29.9967	31.3576	32.7181	34.2526

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 35 Hours/ week

8% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	29,670.3485	31,018.7163	32,206.1739	33,607.8804	34,956.5461
Biweekly	1,141.1673	1,193.0275	1,238.6990	1,292.6108	1,344.4825
Hours	16.8024	17.0432	17.6957	18.4659	19.2069
11 Yearly	31,018.7163	32,206.1739	33,607.8804	34,956.5461	36,466.7180
Biweekly	1,193.0275	1,238.6990	1,292.6108	1,344.4825	1,402.5661
Hours	17.0432	17.6957	18.4659	19.2069	20.0366
12 Yearly	32,206.1739	33,606.0925	34,956.5461	36,466.7180	38,031.7186
Biweekly	1,238.6990	1,292.5420	1,344.4825	1,402.5661	1,462.7584
Hours	17.6957	18.4649	19.2069	20.0366	20.8965
13 Yearly	33,606.0925	34,956.5461	36,466.7180	38,031.7186	39,380.9803
Biweekly	1,292.5420	1,344.4825	1,402.5661	1,462.7584	1,514.6531
Hours	18.4649	19.2069	20.0366	20.8965	21.6378
14 Yearly	34,956.5461	36,466.7180	38,031.7186	39,380.9803	41,214.4625
Biweekly	1,344.4825	1,402.5661	1,462.7584	1,514.6531	1,585.1716
Hours	19.2069	20.0366	20.8965	21.6378	22.6452
15 Yearly	36,466.7180	38,031.7186	39,380.9803	41,214.4625	43,156.4101
Biweekly	1,402.5661	1,462.7584	1,514.6531	1,585.1716	1,659.8619
Hours	20.0366	20.8965	21.6378	22.6452	23.7122
16 Yearly	38,031.7186	39,380.9803	41,214.4625	43,156.4101	45,098.3576
Biweekly	1,462.7584	1,514.6531	1,585.1716	1,659.8619	1,734.5522
Hours	20.8965	21.6378	22.6452	23.7122	24.7793
17 Yearly	39,380.9803	41,214.4625	43,156.4101	45,098.3576	46,986.0725
Biweekly	1,514.6531	1,585.1716	1,659.8619	1,734.5522	1,807.1566
Hours	21.6378	22.6452	23.7122	24.7793	25.8165
18 Yearly	41,214.4625	43,156.4101	45,098.3576	46,986.0725	48,982.5508
Biweekly	1,585.1716	1,659.8619	1,734.5522	1,807.1566	1,883.9443
Hours	22.6452	23.7122	24.7793	25.8165	26.9135
19 Yearly	43,156.4101	45,098.3576	46,986.0725	48,982.5508	51,194.7678
Biweekly	1,659.8619	1,734.5522	1,807.1566	1,883.9443	1,969.0295
Hours	23.7122	24.7793	25.8165	26.9135	28.1289
20 Yearly	45,098.3576	46,986.0725	48,982.5508	51,194.7678	53,460.3237
Biweekly	1,734.5522	1,807.1566	1,883.9443	1,969.0295	2,056.1663
Hours	24.7793	25.8165	26.9135	28.1289	29.3738
21 Yearly	46,986.0725	48,982.5508	51,194.7678	53,460.3237	55,887.6836
Biweekly	1,807.1566	1,883.9443	1,969.0295	2,056.1663	2,149.5263
Hours	25.8165	26.9135	28.1289	29.3738	30.7075
22 Yearly	48,982.5508	51,194.7678	53,460.3237	55,887.6836	58,423.2110
Biweekly	1,883.9443	1,969.0295	2,056.1663	2,149.5263	2,247.0466
Hours	26.9135	28.1289	29.3738	30.7075	32.1007
23 Yearly	51,194.7678	53,460.3237	55,887.6836	58,423.2110	60,957.8444
Biweekly	1,969.0295	2,056.1663	2,149.5263	2,247.0466	2,344.5325
Hours	28.1289	29.3738	30.7075	32.1007	33.4934
24 Yearly	53,460.3237	55,887.6836	58,423.2110	60,957.8444	63,816.9801
Biweekly	2,056.1663	2,149.5263	2,247.0466	2,344.5325	2,454.4992
Hours	29.3738	30.7075	32.1007	33.4934	35.0643

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.I. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 35 Hours/ week

10.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4	Step 5
10 Yearly	30,357.16	31,736.74	32,951.69	34,385.84	35,765.73
Biweekly	1,167.58	1,220.64	1,267.37	1,322.53	1,375.60
Hours	16.6797	17.4377	18.1053	18.8934	19.6515
11 Yearly	31,736.74	32,951.69	34,385.84	35,765.73	37,310.86
Biweekly	1,220.64	1,267.37	1,322.53	1,375.60	1,435.03
Hours	17.4377	18.1053	18.8934	19.6515	20.5005
12 Yearly	32,951.69	34,384.01	35,765.73	37,310.86	38,912.08
Biweekly	1,267.37	1,322.46	1,375.60	1,435.03	1,496.62
Hours	18.1053	18.8923	19.6515	20.5005	21.3803
13 Yearly	34,384.01	35,765.73	37,310.86	38,912.08	40,292.58
Biweekly	1,322.46	1,375.60	1,435.03	1,496.62	1,549.71
Hours	18.8923	19.6515	20.5005	21.3803	22.1387
14 Yearly	35,765.73	37,310.86	38,912.08	40,292.58	42,168.50
Biweekly	1,375.60	1,435.03	1,496.62	1,549.71	1,621.87
Hours	19.6515	20.5005	21.3803	22.1387	23.1694
15 Yearly	37,310.86	38,912.08	40,292.58	42,168.50	44,155.40
Biweekly	1,435.03	1,496.62	1,549.71	1,621.87	1,698.28
Hours	20.5005	21.3803	22.1387	23.1694	24.2611
16 Yearly	38,912.08	40,292.58	42,168.50	44,155.40	46,142.30
Biweekly	1,496.62	1,549.71	1,621.87	1,698.28	1,774.70
Hours	21.3803	22.1387	23.1694	24.2611	25.3528
17 Yearly	40,292.58	42,168.50	44,155.40	46,142.30	48,073.71
Biweekly	1,549.71	1,621.87	1,698.28	1,774.70	1,848.99
Hours	22.1387	23.1694	24.2611	25.3528	26.4141
18 Yearly	42,168.50	44,155.40	46,142.30	48,073.71	50,116.41
Biweekly	1,621.87	1,698.28	1,774.70	1,848.99	1,927.55
Hours	23.1694	24.2611	25.3528	26.4141	27.5365
19 Yearly	44,155.40	46,142.30	48,073.71	50,116.41	52,379.83
Biweekly	1,698.28	1,774.70	1,848.99	1,927.55	2,014.61
Hours	24.2611	25.3528	26.4141	27.5365	28.7800
20 Yearly	46,142.30	48,073.71	50,116.41	52,379.83	54,697.83
Biweekly	1,774.70	1,848.99	1,927.55	2,014.61	2,103.76
Hours	25.3528	26.4141	27.5365	28.7800	30.0537
21 Yearly	48,073.71	50,116.41	52,379.83	54,697.83	57,181.38
Biweekly	1,848.99	1,927.55	2,014.61	2,103.76	2,199.28
Hours	26.4141	27.5365	28.7800	30.0537	31.4183
22 Yearly	50,116.41	52,379.83	54,697.83	57,181.38	59,775.60
Biweekly	1,927.55	2,014.61	2,103.76	2,199.28	2,299.06
Hours	27.5365	28.7800	30.0537	31.4183	32.8437
23 Yearly	52,379.83	54,697.83	57,181.38	59,775.60	62,368.91
Biweekly	2,014.61	2,103.76	2,199.28	2,299.06	2,398.80
Hours	28.7800	30.0537	31.4183	32.8437	34.2687
24 Yearly	54,697.83	57,181.38	59,775.60	62,368.91	65,294.22
Biweekly	2,103.76	2,199.28	2,299.06	2,398.80	2,511.32
Hours	30.0537	31.4183	32.8437	34.2687	35.8760

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 40 Hours/ week

Without Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	39,959.64	41,672.76	43,441.61	45,324.97
Biweekly	1,536.91	1,602.80	1,670.83	1,743.27
Hours	19.2113	20.0349	20.8854	21.7909
19 Yearly	41,672.76	43,441.61	45,324.97	47,323.93
Biweekly	1,602.80	1,670.83	1,743.27	1,820.15
Hours	20.0349	20.8854	21.7909	22.7519
20 Yearly	43,441.61	45,324.97	47,323.93	49,434.63
Biweekly	1,670.83	1,743.27	1,820.15	1,901.33
Hours	20.8854	21.7909	22.7519	23.7666
21 Yearly	45,324.97	47,323.93	49,434.63	51,661.77
Biweekly	1,743.27	1,820.15	1,901.33	1,986.99
Hours	21.7909	22.7519	23.7666	24.8374
22 Yearly	47,323.93	49,434.63	51,661.77	53,944.64
Biweekly	1,820.15	1,901.33	1,986.99	2,074.79
Hours	22.7519	23.7666	24.8374	25.9349
23 Yearly	49,434.63	51,661.77	53,944.64	56,114.39
Biweekly	1,901.33	1,986.99	2,074.79	2,158.25
Hours	23.7666	24.8374	25.9349	26.9781
24 Yearly	51,661.77	53,944.64	56,114.39	58,797.88
Biweekly	1,986.99	2,074.79	2,158.25	2,261.46
Hours	24.8374	25.9349	26.9781	28.2683
25 Yearly	53,944.64	56,114.39	58,797.88	61,309.21
Biweekly	2,074.79	2,158.25	2,261.46	2,358.05
Hours	25.9349	26.9781	28.2683	29.4756

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	41,728.77	43,556.67	45,439.47	47,323.65	49,493.13
Asst. Biweekly	1,604.95	1,675.26	1,747.67	1,820.14	1,903.58
Superintendent Hours	20.0619	20.9407	21.8458	22.7518	23.7947
64 Yearly	50,709.89	51,891.88	53,073.87		
Biweekly	1,950.38	1,995.84	2,041.30		
Hours	23.2188	23.7600	24.3012		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 40 Hours/ week

3% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	41,158.43	42,922.94	44,744.86	46,684.72
Biweekly	1,583.02	1,650.88	1,720.96	1,795.57
Hours	19.7877	20.6360	21.5119	22.4446
19 Yearly	42,922.94	44,744.86	46,684.72	48,743.65
Biweekly	1,650.88	1,720.96	1,795.57	1,874.76
Hours	20.6360	21.5119	22.4446	23.4344
20 Yearly	44,744.86	46,684.72	48,743.65	50,917.67
Biweekly	1,720.96	1,795.57	1,874.76	1,958.37
Hours	21.5119	22.4446	23.4344	24.4796
21 Yearly	46,684.72	48,743.65	50,917.67	53,211.62
Biweekly	1,795.57	1,874.76	1,958.37	2,046.60
Hours	22.4446	23.4344	24.4796	25.5826
22 Yearly	48,743.65	50,917.67	53,211.62	55,562.98
Biweekly	1,874.76	1,958.37	2,046.60	2,137.04
Hours	23.4344	24.4796	25.5826	26.7130
23 Yearly	50,917.67	53,211.62	55,562.98	57,797.82
Biweekly	1,958.37	2,046.60	2,137.04	2,222.99
Hours	24.4796	25.5826	26.7130	27.7874
24 Yearly	53,211.62	55,562.98	57,797.82	60,561.82
Biweekly	2,046.60	2,137.04	2,222.99	2,329.30
Hours	25.5826	26.7130	27.7874	29.1163
25 Yearly	55,562.98	57,797.82	60,561.82	63,148.49
Biweekly	2,137.04	2,222.99	2,329.30	2,428.79
Hours	26.7130	27.7874	29.1163	30.3598

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	42,980.63	44,863.37	46,802.65	48,743.36	50,977.92
Asst. Biweekly	1,653.10	1,725.51	1,800.10	1,874.74	1,960.69
Superintendent Hours	20.6637	21.5689	22.5012	23.4343	24.5086
64 Yearly	52,231.18	53,448.64	54,666.09		
Biweekly	2,008.8916	2,055.7168	2,102.5419		
Hours	23.9154	24.4728	25.0303		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 40 Hours/ week

5.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	42,157.42	43,964.76	45,830.90	47,817.84
Biweekly	1,621.44	1,690.95	1,762.73	1,839.15
Hours	20.2680	21.1368	22.0341	22.9894
19 Yearly	43,964.76	45,830.90	47,817.84	49,926.74
Biweekly	1,690.95	1,762.73	1,839.15	1,920.26
Hours	21.1368	22.0341	22.9894	24.0032
20 Yearly	45,830.90	47,817.84	49,926.74	52,153.54
Biweekly	1,762.73	1,839.15	1,920.26	2,005.91
Hours	22.0341	22.9894	24.0032	25.0738
21 Yearly	47,817.84	49,926.74	52,153.54	54,503.17
Biweekly	1,839.15	1,920.26	2,005.91	2,096.28
Hours	22.9894	24.0032	25.0738	26.2035
22 Yearly	49,926.74	52,153.54	54,503.17	56,911.60
Biweekly	1,920.26	2,005.91	2,096.28	2,188.91
Hours	24.0032	25.0738	26.2035	27.3613
23 Yearly	52,153.54	54,503.17	56,911.60	59,200.68
Biweekly	2,005.91	2,096.28	2,188.91	2,276.95
Hours	25.0738	26.2035	27.3613	28.4619
24 Yearly	54,503.17	56,911.60	59,200.68	62,031.77
Biweekly	2,096.28	2,188.91	2,276.95	2,385.84
Hours	26.2035	27.3613	28.4619	29.8230
25 Yearly	56,911.60	59,200.68	62,031.77	64,681.22
Biweekly	2,188.91	2,276.95	2,385.84	2,487.74
Hours	27.3613	28.4619	29.8230	31.0967

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	44,023.85	45,952.28	47,938.64	49,926.45	52,215.25
Asst. Biweekly	1,693.23	1,767.40	1,843.79	1,920.25	2,008.28
Superintendent Hours	21.1653	22.0924	23.0474	24.0031	25.1034
64 Yearly	53,498.93	54,745.93	55,992.94		
Biweekly	2,057.65	2,105.61	2,153.57		
Hours	24.4958	25.0668	25.6378		

Classification Pay Schedule
 Local 1033 Laborers International Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour Increments
 1-Jul-20

2.25% Increase
 40 Hours/ week

8% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	43,156.41	45,006.58	46,916.94	48,950.96
Biweekly	1,659.86	1,731.02	1,804.50	1,882.73
Hours	20.7482	21.6377	22.5562	23.5341
19 Yearly	45,006.58	46,916.94	48,950.96	51,109.84
Biweekly	1,731.02	1,804.50	1,882.73	1,965.76
Hours	21.6377	22.5562	23.5341	24.5720
20 Yearly	46,916.94	48,950.96	51,109.84	53,389.40
Biweekly	1,804.50	1,882.73	1,965.76	2,053.44
Hours	22.5562	23.5341	24.5720	25.6679
21 Yearly	48,950.96	51,109.84	53,389.40	55,794.71
Biweekly	1,882.73	1,965.76	2,053.44	2,145.95
Hours	23.5341	24.5720	25.6679	26.8244
22 Yearly	51,109.84	53,389.40	55,794.71	58,260.21
Biweekly	1,965.76	2,053.44	2,145.95	2,240.78
Hours	24.5720	25.6679	26.8244	28.0097
23 Yearly	53,389.40	55,794.71	58,260.21	60,603.54
Biweekly	2,053.44	2,145.95	2,240.78	2,330.91
Hours	25.6679	26.8244	28.0097	29.1363
24 Yearly	55,794.71	58,260.21	60,603.54	63,501.72
Biweekly	2,145.95	2,240.78	2,330.91	2,442.37
Hours	26.8244	28.0097	29.1363	30.5297
25 Yearly	58,260.21	60,603.54	63,501.72	66,213.95
Biweekly	2,240.78	2,330.91	2,442.37	2,546.69
Hours	28.0097	29.1363	30.5297	31.8336

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	45,067.07	47,041.20	49,074.63	51,109.55	53,452.58
Asst. Biweekly	1,733.35	1,809.28	1,887.49	1,965.75	2,055.87
Superintendent Hours	21.6668	22.6159	23.5935	24.5719	25.6983
64 Yearly	54,766.68	56,043.23	57,319.78		
Biweekly	2,106.41	2,155.51	2,204.61		
Hours	25.0763	25.6608	26.2453		

Classification Pay Schedule
 Local 1033 Laborers international Union of N.A.A.F.L. C.I.O
 In Annual, Biweekly, and Hour increments
 1-Jul-20

2.25% Increase
 40 Hours/ week

10.5% Longevity

Range	Step 1	Step 2	Step 3	Step 4
18 Yearly	44,155.40	46,048.40	48,002.98	50,084.09
Biweekly	1,698.28	1,771.09	1,846.27	1,926.31
Hours	21.2285	22.1386	23.0783	24.0789
19 Yearly	46,048.40	48,002.98	50,084.09	52,292.94
Biweekly	1,771.09	1,846.27	1,926.31	2,011.27
Hours	22.1386	23.0783	24.0789	25.1408
20 Yearly	48,002.98	50,084.09	52,292.94	54,625.27
Biweekly	1,846.27	1,926.31	2,011.27	2,100.97
Hours	23.0783	24.0789	25.1408	26.2621
21 Yearly	50,084.09	52,292.94	54,625.27	57,086.26
Biweekly	1,926.31	2,011.27	2,100.97	2,195.63
Hours	24.0789	25.1408	26.2621	27.4454
22 Yearly	52,292.94	54,625.27	57,086.26	59,608.83
Biweekly	2,011.27	2,100.97	2,195.63	2,292.65
Hours	25.1408	26.2621	27.4454	28.6581
23 Yearly	54,625.27	57,086.26	59,608.83	62,006.40
Biweekly	2,100.97	2,195.63	2,292.65	2,384.86
Hours	26.2621	27.4454	28.6581	29.8108
24 Yearly	57,086.26	59,608.83	62,006.40	64,971.66
Biweekly	2,195.63	2,292.65	2,384.86	2,498.91
Hours	27.4454	28.6581	29.8108	31.2364
25 Yearly	59,608.83	62,006.40	64,971.66	67,746.68
Biweekly	2,292.65	2,384.86	2,498.91	2,605.64
Hours	28.6581	29.8108	31.2364	32.5705

Special Employee / Dispatchers

Range	Step 1	Step 2	Step 3	Step 4	Step 5
63 Yearly	46,110.29	48,130.12	50,210.61	52,292.64	54,689.90
Asst. Biweekly	1,773.47	1,851.16	1,931.18	2,011.26	2,103.46
Superintendent Hours	22.1684	23.1394	24.1397	25.1407	26.2932
64 Yearly	56,034.42	57,340.53	58,646.63		
Biweekly	2,155.1701	2,205.4049	2,255.6397		
Hours	25.6568	26.2548	26.8529		

APPENDIX B

MEMORANDUM OF AGREEMENT
(Police Dispatchers)

This Agreement is entered into this 20th day of November, 2018, by and between the Rhode Island Laborers' District Council, on behalf of Local Union 1033 (Union) and the Town of North Kingstown (Town) pursuant to Article VII, Section 7.4 of the parties collective bargaining agreement.

WHEREAS the Town currently employs Police Dispatchers who work a schedule of Monday through Friday; and

WHEREAS the shifts worked by Police Dispatchers are currently compromised of 8 hours per shift; and

WHEREAS the Town and the Union have entered discussions regarding the changing the work schedules and hours of work of Police Dispatchers in order to deliver better services and efficiencies to the citizens of the Town; and

WHEREAS those discussions have resulted in an agreement to alter the schedule, hours of work, rate of pay and other related terms and conditions of employment of Police Dispatchers; and

WHEREAS the Town and the Union desire to codify their agreement and be bound by the same.

THE PARTIES HEREBY AGREE

1. That the rate of pay of Police Dispatchers shall be as follows:

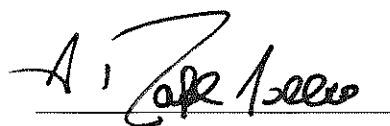
- Step 1 \$21.88
- Step 2 \$22.39
- Step 3 \$22.90

2. That the regular work schedule for all Police Dispatchers shall be a fourteen (14) day cycle starting on Tuesday and consisting of two (2) consecutive working days of twelve (12) hours followed by two (2) consecutive days off, followed by three (3) consecutive days on; then two (2) consecutive days off, followed by two (2) consecutive days on followed by three (3) consecutive days off.

3. That Police Dispatcher Compensation shall be in line / in accordance with FLSA requirements and standards and, as required by FLSA, will relate to hours "worked".

4. That the Shift Differential pay set forth in Section 3.7 of the parties collective bargaining agreement shall not apply to Police Dispatchers.
5. That the term "day" as used in Section 5.2 and Section 5.3 of the parties' collective bargaining agreement relative to vacation and sick leave shall be equivalent to eight (8) hours.
6. That the term "day" as used in Section 5.4 of the parties' collective bargaining agreement relative to death, family illness and personal leave shall be equivalent to twelve (12) hours.
7. That Police Dispatchers shall not be granted Victory Day and Christmas Eve as paid holidays, but shall be granted Good Friday (the Friday before Easter) as a paid Holiday.
8. That as result of the net loss of a paid Holiday as set forth in paragraph eight (8) above, Police Dispatchers shall receive one (1) extra personal leave day, for a total of four (4) personal leave days.
9. That if a paid holiday falls on a day upon which a Police Dispatcher is not scheduled to work, said Police Dispatcher shall receive nine (9) hours of straight time pay.
10. That if a paid holiday falls on a day upon which a Police Dispatcher is scheduled to work, said Police Dispatcher shall receive his regular rate of pay for that day plus time and one half of his regular rate of pay for all hours actually worked on that day.
11. That if a paid holiday falls on a day upon which a Police Dispatcher is scheduled to work and the Police Dispatcher does not in fact work that day due to a discharge of any form of leave provided by the parties' collective bargaining agreement, said Police Dispatcher shall receive his regular rate of pay for that day and no other additional compensation.
12. That the terms of the agreement are effective and shall commence Tuesday, October 3, 2017.
13. The parties hereto acknowledge and agree that this Agreement does not constitute an admission of liability on the part of any party, does not constitute a practice or precedent of the parties and shall not be used in any future legal proceeding for any purpose whatsoever except to enforce the provisions of this Agreement as contained herein.

TOWN OF NORTH KINGSTOWN

Handwritten signature of A. Ralph Mollis in black ink, written over a horizontal line.

A. RALPH MOLLIS

TOWN MANAGER

RI LABORERS' DISTRICT
COUNCIL, ON BEHALF OF
LOCAL UNION 1033

Handwritten signature of Ronald R. Coia, Esq. in black ink, written over a horizontal line.

RONALD R. COIA, ESQ.

BUSINESS MANAGER

APPENDIX C

MEMORANDUM OF AGREEMENT
(Filling of Vacancies)

This Agreement is entered into this 20th day of November, 2018, by and between the Rhode Island Laborers' District Council, on behalf of Local Union 1033 (Union) and the Town of North Kingstown (Town) pursuant to Article VII, Section 7.4 of the parties collective bargaining agreement.

WHEREAS Article IV, Section 4.4 (D) of the parties' collective bargaining agreement set forth the procedure for posting of all new and vacant positions; and

WHEREAS the parties desire to codify and formalize its past practice of posting and filling all new and vacant positions in order to make the process of filling and posting new and vacant positions more predictable.

WHEREAS the parties desire to memorialize their agreement relative to the process authorizing employees to act in a position of higher rank.

THE PARTIES HEREBY AGREE

1. That the current language of Article IV, Section 4.4 (D) is hereby deleted and replaced with the following:

Seniority:

- (a) The following definitions shall apply under this section:

Primary seniority- length of service within a department.

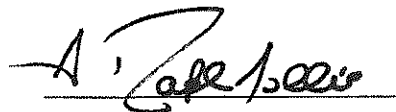
Secondary seniority- length of service within the Town.

- (b) Notice of all new and vacant positions shall be posted by the Town on appropriate bulletin boards at each work site for a period of five (5) days. This provision shall apply to under-20-hour-employees.
- (c) Any interested bargaining unit applicant may bid for any new or vacant position to the Town Manager on forms provided by the Town. This provision shall apply to under-20-hour employees.

- (d) First consideration will be given to filling all vacancies from within the department where the vacancy exists.
 - (e) Vacancies shall be filled on the basis of qualifications and ability. Where qualifications and ability are relatively equal, primary seniority will be the determining factor.
 - (f) In the event there are not qualified bidders from the department where the vacancy exists, it shall be filled on the basis of qualifications and ability from among bidders outside of the department where the vacancy exists. Where qualifications and ability are relatively equal, secondary seniority will be the determining factor. Each bargaining unit bidder shall be notified no later than thirty (30) days after completion of the interview process as to the status of his or her bid.
 - (g) In the event a reduction in forces is required, the most junior employee(s) in the classification affected (e.g. custodian; dispatcher; mechanic; equipment operator; Clerk I; secretary) shall be subject to layoff.
 - (h) Any employee who has been laid off, shall have his/her name placed on a re-employment list for six (6) months for the date of separation. In the event of a recall, employees on the list in the affected classification shall be offered re-employment in the order of their seniority. The Town will notify the employee of re-employment by mailing notification to said employee at his or her last known address. It is understood that it is the employee's responsibility to advise the Town of his or her current address. The notified employee shall respond to the Town within five (5) working days. If the employee fails to notify the Town within five (5) working days or declines a recall opportunity, his or her right to reemployment shall be forfeited and his or her name shall be removed from the reemployment list.
2. That the following language shall be added to the end of Article III, Section 3.1 (c) :

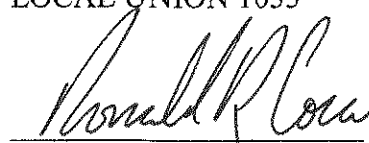
“ The employer agrees that when authorizing an employee to act in a position of higher rank, the criteria set forth in Article IV, Section 4.4. (D) (e) and Section 4.4. (D) (f) shall be utilized; provided, however, this section shall not apply when authorizing employees to act in a position not covered by this collective bargaining agreement.

TOWN OF NORTH KINGSTOWN

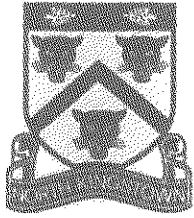
A handwritten signature in cursive script, appearing to read "A. Ralph Mollis", written over a horizontal line.

A.RALPH MOLLIS
TOWN MANAGER

RI LABORERS' DISTRICT
COUNCIL, ON BEHALF OF
LOCAL UNION 1033

A handwritten signature in cursive script, appearing to read "Ronald R. Coia", written over a horizontal line.

RONALD R. COIA, ESQ.
BUSINESS MANAGER



Town of North Kingstown, Rhode Island

Office of the Town Manager
100 Fairway Drive
North Kingstown, RI 02852-6202
Phone: (401) 268-1501
Fax: (401) 583-4140
Web: www.northkingstown.org

November 14, 2018

Mr. Ronald R. Coia, Esq.
Business Manager
LIUNA Local Union 1033
410 South Main Street
Providence, RI 02903

Re: Town of North Kingstown & LIUNA Local 1033

Dear Mr. Coia:

In connection with the parties' FY2019-FY2021 collective bargaining agreement, the Town and the Union have agreed as follows:

Existing full-time employees who have worked at least ten (10) full years as full-time employees of the Town as of July 1, 2012 or at least ten (10) full years as part-time employees of the Town as of July 1, 2012, may count their full years as part-time employees of the Town toward the eligibility requirement for receiving health insurance in retirement under Section 3.4(D) of the collective bargaining agreement using the following formula: two (2) full years as a part-time employee of the Town will be equal to one (1) full year as a full-time employee of the Town.

This formula shall only be used for the purpose of determining an employee's eligibility to receive health insurance in retirement under Section 3.4(D) of the parties' collective bargaining agreement, and it shall not be used for any other purpose, e.g., calculating pension credit. Also, this formula shall be applied as a one-time only event to employees who were full-time as of July 1, 2012 and who had either ten (10) or more full years of full-time employment with the Town as of July 1, 2012 or ten (10) or more full years of part-time employment with the Town as of July 1, 2012. No other employees shall have

their part-time employment with the Town credited toward their eligibility to receive health insurance in retirement under Section 3.4(D) of the parties' collective bargaining agreement.

Very truly yours,

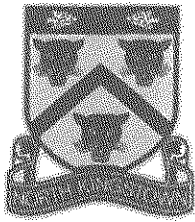


A. Ralph Mollis,
Town Manager

AGREED AS TO SUBSTANCE AND FORM:

Rhode Island Laborers' District Council, LIUNA Local 1033

By: Donald K. Cori 11/29/18
(Date)



Town of North Kingstown, Rhode Island

Office of the Town Manager
100 Fairway Drive
North Kingstown, RI 02852-6202
Phone: (401) 268-1501
Fax: (401) 583-4140
Web: www.northkingstown.org

November 14, 2018

Mr. Ronald R. Coia, Esq.
Business Manager
LIUNA Local Union 1033
410 South Main Street
Providence, RI 02903

Re: Town of North Kingstown & LIUNA Local 1033

Dear Mr. Coia:

In connection with the parties' FY2019-FY2021 collective bargaining agreement ("CBA"), the Town and the Union have agreed as follows:

For the purposes of Section 4.4 (E) and (F) of the CBA, the classifications that currently exist within this bargaining unit include, but are not limited to, the following:

- Custodian;
- Dispatcher;
- Mechanic;
- Equipment operator, which includes equipment operator I and equipment operator II;
- Clerk I, which also includes clerical assistant(s);
- Clerk II;
- Secretary, which also includes administrative assistant(s);
- Water – servicemen;
- Water – pump operator;
- Bus driver;
- Librarian and librarian assistant;
- Library associate, library technician, library clerk, and senior library clerk.

Nothing contained in this side letter agreement or in the parties' collective bargaining agreement is intended to create any obligation on the part of the Town to employ any particular number of employees, or to employ any employees at all, in the foregoing classifications, or to limit the Town's authority to create additional employee classifications from time to time.

Very truly yours,

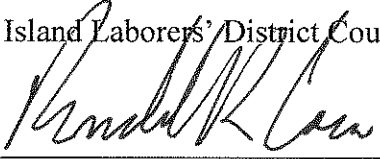


A. Ralph Mollis,
Town Manager

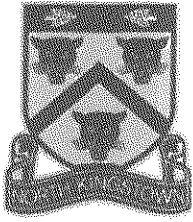
AGREED AS TO SUBSTANCE AND FORM:

Rhode Island Laborers' District Council, LIUNA Local 1033

By: _____



11/29/18
(Date)



Town of North Kingstown, Rhode Island

Office of the Town Manager
100 Fairway Drive
North Kingstown, RI 02852-6202
Phone: (401) 268-1501
Fax: (401) 583-4140
Web: www.northkingstown.org

November 14, 2018

Mr. Ronald R. Coia, Esq.
Business Manager
LIUNA Local Union 1033
410 South Main Street
Providence, RI 02903

Re: Town of North Kingstown & LIUNA Local 1033

Dear Mr. Coia:

In connection with the parties' FY2019-FY2021 collective bargaining agreement ("CBA"), the Town and the Union have agreed to make the following wage reclassifications effective July 1, 2018:

- Terry Gibbons will be reclassified from 13 to 14;
- Sarah Pinel will be reclassified from 13 to 14;
- Katy Roberts will be reclassified from 13 to 14;
- Caroline Tudino will be reclassified from 13 to 14;
- Sheri Gavitt will be reclassified from 13 to 14;
- Rosemary Pichette will be reclassified from 13 to 14;
- Patricia Powers will be reclassified from 13 to 14;
- Debra McCall will be reclassified from 14 to 17;
- Kendall Burrows will be reclassified from 15 to 17;
- Diane Sugrue will be reclassified from 15 to 17;
- Kristine Kinder will be reclassified from 16 to 18 and her position title will change from Financial Assistant to Purchasing Agent/Finance Assistant;
- Leslie Breckenridge will be reclassified from 17 to 18;
- Paula Misunas will be reclassified from 17 to 18 and her position title will change to Clerk II Specialist;

- Elizabeth Gagnon Glasberg will be reclassified from 18 to 20;
- Haley Lattinville will be reclassified from 18 to 20 and her position title will change to Benefits & Payroll Administrator;
- Stephanie Armstrong will be reclassified from 21 to 23 and her position title will change from Accounts Revenue Manager to Revenue Supervisor / Administrator.

Very truly yours,



A. Ralph Mollis,
Town Manager

AGREED AS TO SUBSTANCE AND FORM:

Rhode Island Laborers' District Council, LIUNA Local 1033

By: Donald R. Loui 11/29/18
(Date)